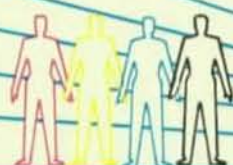


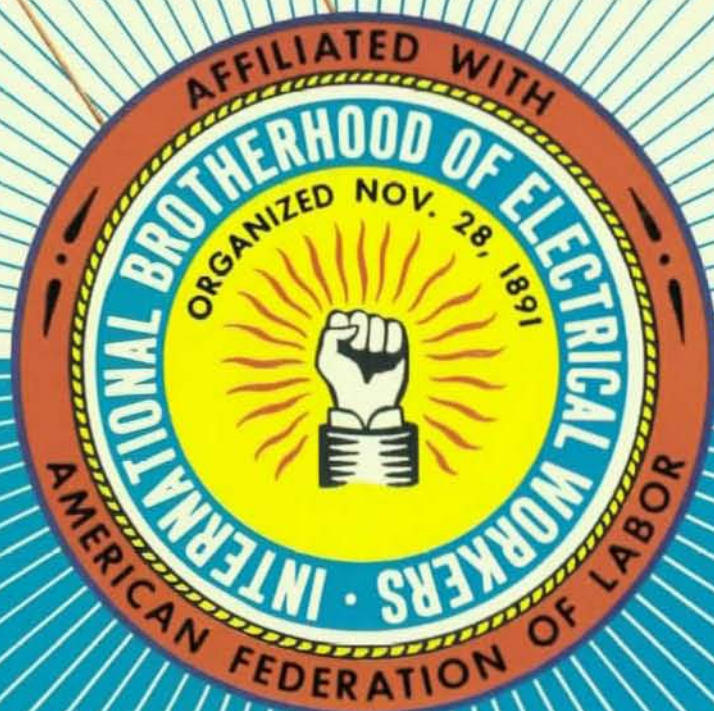
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The ELECTRICAL WORKERS' Journal

OCTOBER 1958



OPERATION
BROTHERHOOD

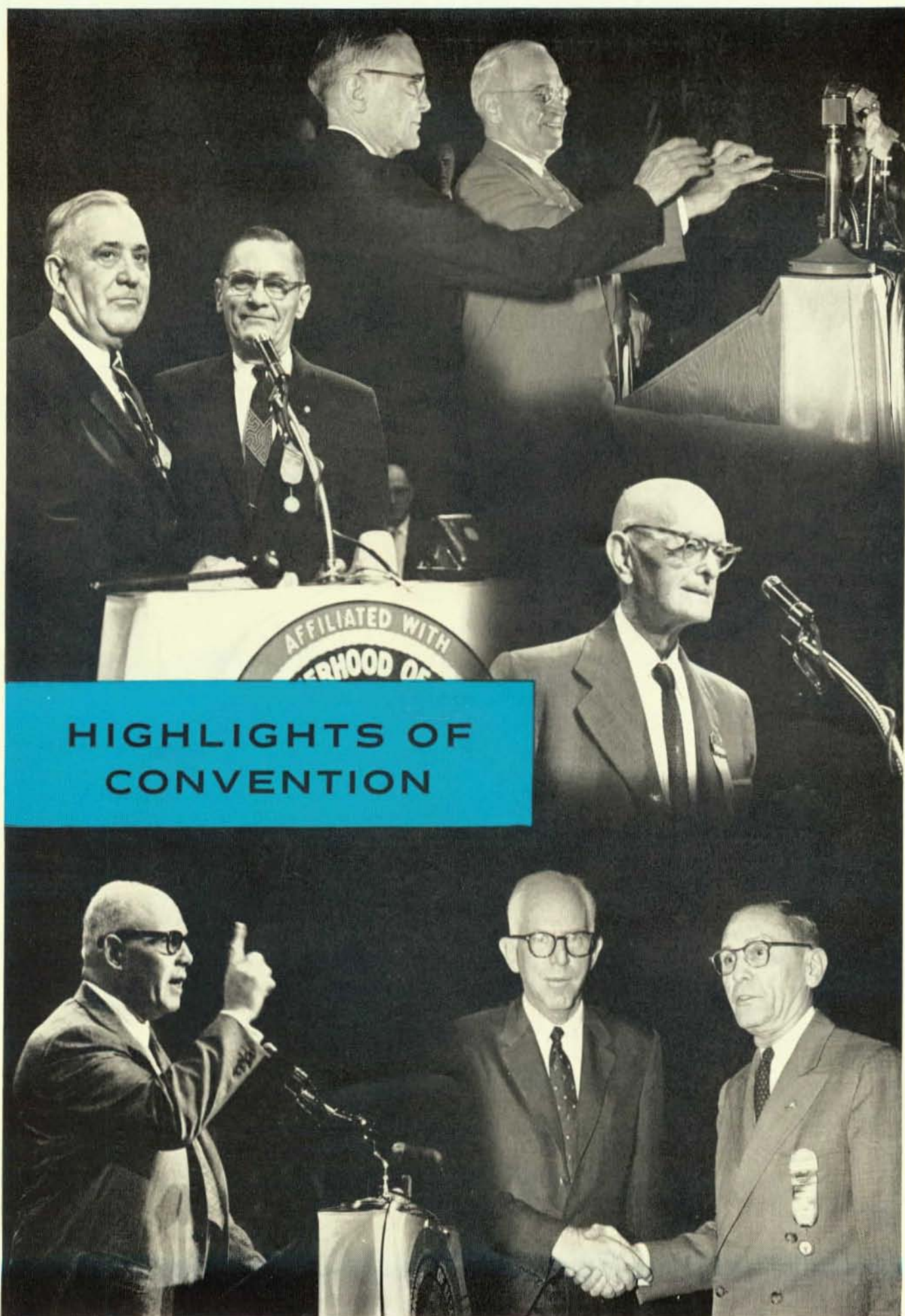


REPORT ON THE

26TH CONVENTION

INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS

CLEVELAND, OHIO — SEPT. 30 - OCT. 3, 1958



**HIGHLIGHTS OF
CONVENTION**

The ELECTRICAL WORKERS' Journal

OFFICIAL PUBLICATION OF THE INTERNATIONAL BROTHERHOOD



OF ELECTRICAL WORKERS

EXECUTIVE OFFICERS

GORDON M. FREEMAN
International President
1200 15th St., N. W.
Washington 5, D. C.

JOSEPH D. KEENAN
International Secretary
1200 15th St., N. W.
Washington 5, D. C.

JEREMIAH P. SULLIVAN
International Treasurer
130 E. 25th St.
New York 10, New York

VICE PRESIDENTS

First District.....JOHN RAYMOND
Suite 416, 77 York Street
Toronto 1, Ont., Canada

Second District.....JOHN J. REGAN
Room 229, Park Square Bldg., Boston 16, Mass.

Third District.....JOSEPH W. LIGGETT
61 Columbia Avenue, Room 204
Albany, New York

Fourth District.....H. B. BLANKENSHIP
Room 1601, 36 E. 4th St.,
Cincinnati 2, Ohio

Fifth District.....G. X. BARKER
The Glenn Building, 129 Marietta Street, N.W.,
Atlanta, Georgia

Sixth District.....GERALD A. BALDUS
100 N. Jefferson St., Chicago 6, Ill.

Seventh District.....A. E. EDWARDS
Burk Burnett Building, Room 1203
Fort Worth, Texas

Eighth District.....L. F. ANDERSON
Pocatello Electric Bldg., 252 North Main
P. O. Box 430, Pocatello, Idaho

Ninth District.....OSCAR HARBAK
919 Central Tower, San Francisco 3, Calif.

Tenth District.....J. J. DUFFY
330 South Wells St., Room 600, Chicago 6, Ill.

Eleventh District.....FRANK W. JACOBS
Rm. 107, Slavin Bldg., 8000 Bonhomme Ave.,
Clayton 5, Mo.

Twelfth District.....W. B. PETTY
1423 Hamilton National Bank Bldg.,
Chattanooga 2, Tenn.

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E. J. FRANSWAY, *Chairman*
2121 West Wisconsin Avenue
Milwaukee 3, Wisconsin

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Third District.....C. McMILLIAN
Room 1601, 36 E. Fourth St., Cincinnati 2, Ohio

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1843 East 30th St., Baltimore 18, Md.

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1200-15th St., N.W., Washington, D. C.

Sixth District.....C. R. CARLE
526 Dalzell St., Shreveport, La.

Seventh District.....CHARLES J. FOEHN
3474 19th St., San Francisco 10, Calif.

Eighth District.....GEORGE PATTERSON
Suite 8-B, 785 Dorchester Ave., Winnipeg 9,
Man., Canada

GORDON M. FREEMAN, *Editor*

VOLUME 57, No. 10

OCTOBER, 1958

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As our readers will see, this issue of your *Journal* contains only articles, reports and pictures concerning our 26th Convention.

The November issue of our *Journal*, will reach you approximately one week after this one and will contain all "Local Lines" intended for the October issue and half of all contributions for November (those received at the earliest dates). The second half of the correspondence intended for the November issue and all letters received for December, will appear in the December *Journal* which should mail the first week in December. This change has been effected, in order to bring you as complete coverage as possible on our "Operation Brotherhood" Convention.

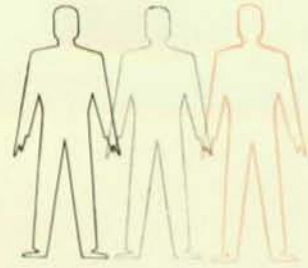
THE FULL REPORT ON THE CHANGES IN OUR CONSTITUTION WILL ALSO APPEAR IN OUR NOVEMBER ISSUE, as well as the editorials, articles and features which normally appear.



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OPERATION BROTHERHOOD

TODAY, September 30, 1958, we meet in Cleveland, Ohio for our 26th Convention. However, we want this Convention to be a little more than just another labor meeting. In the language of today with its "Operation Guided Missile," "Operation Vanguard," "Operation Quemoy Island" and the rest, we have selected a name—a slogan if you will—for our Convention—"Operation Brotherhood."

The idea of Brotherhood is as old as mankind itself. The why and the how of Brotherhood were spelled out nearly 2,000 years ago with the birth of the Christian era.

Our particular kind of Brotherhood began 67 years ago, when 10 men met in the upper room of a St. Louis dance hall and formulated a union creed.

In our International Office in Washington we have a few treasured relics of the past. None is more precious than a small, yellowed, crumbling pamphlet. Its title? "Constitution of the National Brotherhood of Electrical Workers—November 28, 1891."

Here is the "Preamble" to that Constitution.

"In this great age of inventions, men are so apt to be dazed by the material splendor which surrounds them, that they forget the wage-worker, whose labor has produced it, and as a consequence the men who have placed our country foremost in material and intellectual progress,

are today poorer than ever before. And in this respect none have suffered more than the Electrical Workers. The men who carried the telegraph lines from ocean to ocean, who wove the web of telephone wires in every city and town, who erected the lights that transform night into day, who constructed the machines and instruments by which this has been accomplished, who risk their lives daily that the community may have light, news, easy communication and protection, have been reduced year by year from their rightful position among mechanics, until today, both in wages and social standing, they are lower than any other trade, requiring no greater amount of skill or manual effort, and for want of a strict apprentice system the trade literally swarms with unskilled men. While everywhere in the blind, senseless competition for work, cheapness has almost become the prevalent rule, to the detriment alike of employers and journeymen, to the injury and danger of the public and to the ruin and degradation of our trade.

"Therefore, we, the Electrical Workers of America, in Convention assembled, having seen the necessity of a thorough organization of our trade, and believing that a common cause and universal sympathy should exist among all Electrical Workers, have formed this National Brotherhood, having for its object the elevation of our social and moral standing, not only among other branches of industry, but in the community at large, and the advancement of the

material interests of our craft, believing as we do, that it will serve our employers, while it also elevates our condition.

"We earnestly invite all belonging to our trade to come forward, join our ranks and help increase our number, until such time as there shall be no one working at our trade outside our Brotherhood, and as eternal vigilance is the price of liberty, so is a close attention to the duties of our Brotherhood, the protection of our natural interests, a duty all the more compulsory on us, as our standing among our fellow mechanics demands that we shall not be backward in bringing our trade to an equal standing with any other in the land. And we know of no other means to accomplish this than by organization. Therefore it is the imperative duty of every Electrical Worker to do all in his power to organize all in his craft, and thus place ourselves in the material, social and moral position the dignity of our trade entitles us to."

It's all there—the framework for "Operation Brotherhood" as we know it today. Those 10 pioneers pledged themselves and those whom they represented, and all who were to join them in the future—pledged them to organize every Electrical Worker—those who "erected the lights," and "constructed the instruments" and "wove the web of telephone lines"—pledged that the cause of one was the cause of all and added "Objects" to their Constitution which further pledged them and all who were to come after them, "to assist each other in sickness and distress."

Through the years that faint spark of Brotherhood has kindled and burned. Depression, internal dissensions, anti-labor forces, have all

sought to extinguish it, but they have never been successful. And they never will be successful so long as "Operation Brotherhood" remains foremost in the minds and hearts of our people—so long as the real spirit for which we were founded prevails over selfish interests and personal ambition.

Sometimes it seems we get away from the true spirit and meaning of the International Brotherhood of Electrical Workers. And this applies to us all. But there never was a better time to renew our efforts at pulling together, working together—and going forward together.

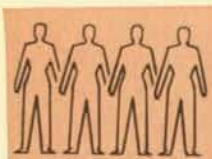
Today we are all here, the linemen, the wiremen, the utility workers, the telephone workers, the manufacturing workers—all mentioned in that Constitution of 1891. As our industry progressed we added a few, radio and TV and electronics and atomic workers, and others.

Today we are a top industry. Our wages and working conditions are second to none. We are strong, nearly 750,000 strong—one of the 10 largest unions in the world. Our industry is young and vibrant and growing. In fields of nuclear energy and atomic power, the surface has only been scratched. There are no limits to the height and breadth to which we can expand, to the benefits we may attain, but always and only if we work together.

But working together and believing that what helps one helps all—what hurts one hurts all, will give "Operation Brotherhood," created so many years ago by Henry Miller and J. T. Kelly and the rest, new meaning and purpose the pioneers never dreamed of. And success never dreamed of lies in wait for every branch of our industry—in "Operation Brotherhood."



OPERATION BROTHERHOOD



Cleveland CONVENTION

"OPERATION BROTHERHOOD" was the theme for the 26th Convention of the International Brotherhood of Electrical Workers which met in Cleveland for four important, business-packed days from September 30 to October 3, 1958.

On another page in this, your *Convention Journal*, is the foreword to our Souvenir Convention Program entitled "Operation Brotherhood." This sets the scene for the Convention which was to follow. Delegates in attendance, guests, observers, visitors, who attended in order to supply news,

radio, TV and film coverage, declared that it was truly a democratic Convention and that in spite of differences in opinion, and arguments pro and con issues at the many microphones set up on the floor of the auditorium, a spirit of Brotherhood and cooperation prevailed.

This was no "cut and dried" Convention in any sense of the term. It was a meeting of free unionists conducting their own business, voting on issues, electing their officers, in free American spirit—running their affairs as delegates in accord with the

wishes of the 750,000 members at home who elected them as their representatives to this important meeting.

The Cleveland Auditorium was an impressive place on that Tuesday morning when our conclave opened. The stage was banked in palms and ferns and flowers, and in the background flags of the United States and Canada stood in rows, creating a brilliant setting. Mounted high over the rostrum on a blue velvet background, our lighted emblem in full color and the words "Operation



Peter J. Zicarelli, in behalf of Cleveland Locals 38, 39, 71 and 1377, presents gavel for meet to Freeman.

Welcome Delegates!



Left: Mayor Anthony Celebrezze of Cleveland gave official welcome.



Phil Regan sang national anthems of Canada and U. S. as meeting began.

John McGinty represented the Cleveland Federation of Labor.



John Breidenbach welcomed for Ohio Building and Construction Trades.



Phil Hanna gave greetings to meet on behalf of Ohio State AFL-CIO.



Michael Lyden of Ohio State AFL-CIO Federation welcomed delegates.



Invocations on four days of convention were given by, from left to right: Monsignor Francis Carney, St. John's College; Rev. R. Wayne Willmann, President of Cleveland Area Church Federation; Rabbi Rudolph Rosenthal, Temple on the Heights; Brother Ted Weyn, a lay minister, member of L. U. 610, with the Department of Labor.

Brotherhood" in giant letters made a colorful display.

Mounted on the walls just above the heads of the delegates and running around the entire auditorium were large "blow-up" pictures of IBEW members at work, with every branch of the industry represented. The photos accompanying this article will help our readers to visualize our Convention hall as it looked on opening day, with thousands of delegates and guests streaming into the auditorium as a union orchestra played lively musical selections.

Now with the previous material as setting and background, we bring you a running day-by-day account of our 26th Convention so that all may know the highlights of the business which transpired in Cleveland on four important days

in September and October, this year 1958.

The Convention was called to order by Temporary Chairman Vincent B. Skodis, business manager of L.U. 38, Cleveland. Then followed immediately the impressive ceremony of the posting of the colors by a group from the United States Marine Corps, and the singing of the "Star Spangled Banner" and a tribute to our Canadian members in the rendition of "God Save the Queen," by nationally famous star of stage, screen and television, Phil Regan.

Next, the blessing of God was requested for the deliberations of the Convention in the invocation of Monsignor Francis Carney of St. John's College, Cleveland.

Monsignor Carney began his beautiful prayer with these

words: "Almighty and Eternal God, give us the strength to study the problems of the world of labor and conclude solutions that will complete a just economic order, which gives full recognition of the rights of labor, but also contributes to the welfare of human society as a whole."

And he concluded by asking Almighty God to "bless our workshops and our factories; bless our laborers and our administrators; keep us mindful of Thee and allow us not to desert Thee in our rush for the pleasures of a world that belongs to Thee and is meant as a whole to serve Thee. Amen."

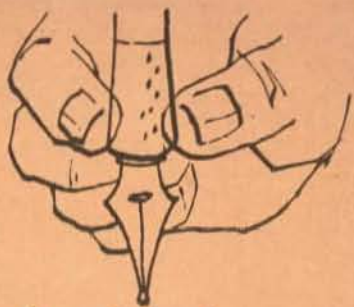
Next the Honorable Anthony J. Celebrezze, mayor of Cleveland, was introduced to the Convention for a brief address of welcome. The mayor extended the greetings of the people of Cleveland and said "we are honored and we are privileged that you chose to assemble here in our great city. . . . We have been extremely fortunate here in Cleveland that there have been harmonious labor relationships, that labor has not only fought for its rights but has also participated in any movement which has been for the good of the whole community and the whole state and the whole nation."

Following Cleveland's jovial Mayor Celebrezze, Mr. Jack McGinty, representing the Cleveland Federation of Labor, spoke.

He extended the good wishes of



The host locals maintained a convenient and popular information booth on mezzanine of Pick-Carter Hotel for use of the delegates.



Registering The Delegates



Registration and information center was mezzanine floor of the Pick-Carter Hotel. Here International staff members register new arrivals.



Earliest bird of all early delegates was E. W. Burnette, the first arrival to register for the convention. For reward he received unhurried personal attention from Dorothy Cherry, a member of the staff of International.

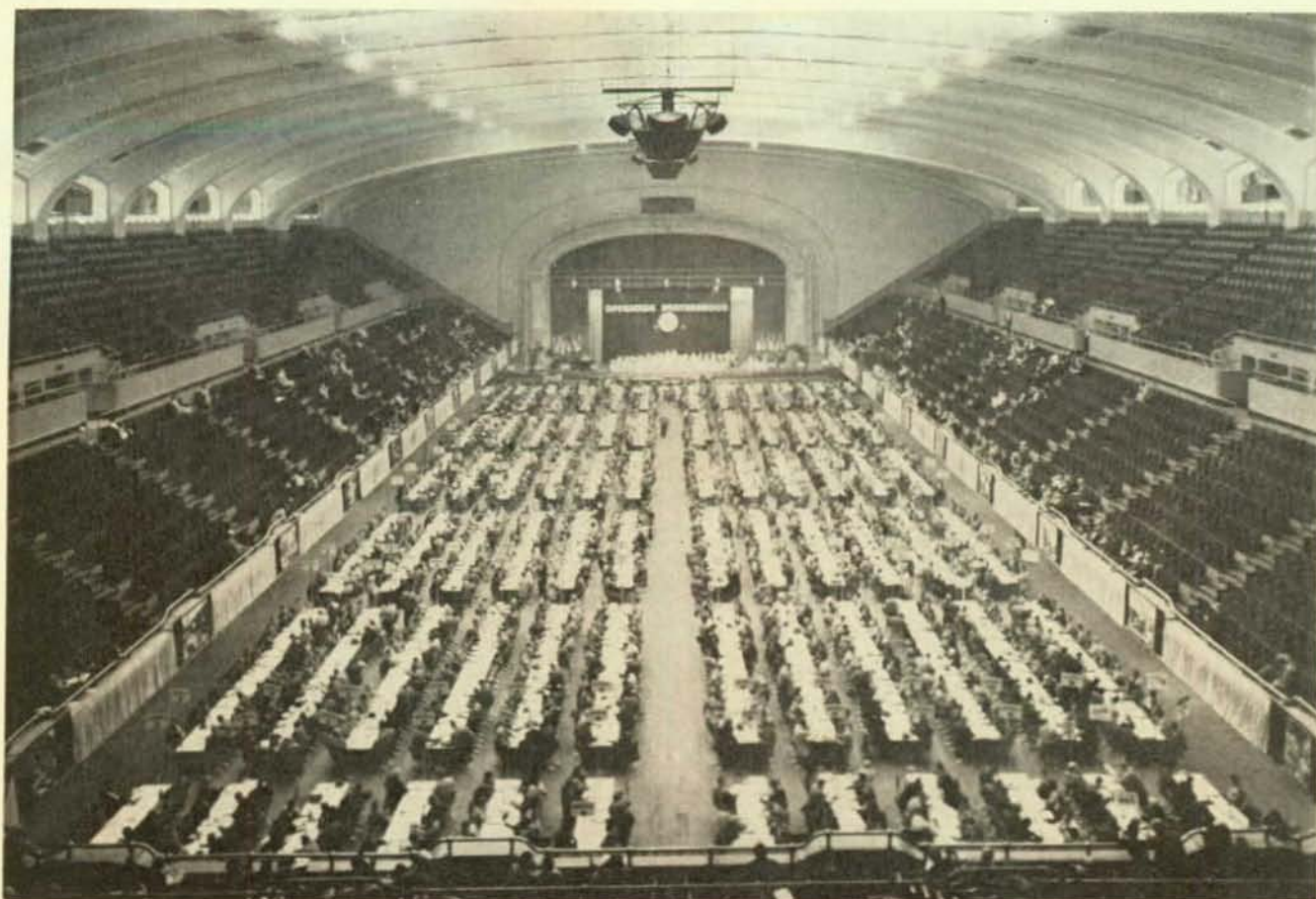


Above: Some registrations were under difficulties. A case was registration of ill delegate Andy Harvey.

Local Union 124, who was registered in bed by International Representative R. W. McCambridge. He was able to attend the sessions.



Left: Last delegate, writing, was H. A. Morse, L. U. 1427, and J. M. Forsythe, L. U. 1427, left, was next-to-last. They are registered by Mary Heister.



View from top of balcony shows immense vista of convention floor.

the 300,000 working people of the community and called the 26th Convention of the IBEW, a ray of light in the dark cloud—the “Right-to-Work” bill scheduled for Ohio’s ballots in November. Brother McGinty said: “In this state in the atmosphere of anti-unionism and anti-labor hysteria in which we find ourselves, we can say to the citizens of Cleveland, and to the citizens of Ohio, if you want to see a good labor movement, if you want to see a real International Union, look at this Convention.”

Next Mr. Phil Hanna, executive vice president of the Ohio State AFL-CIO, was introduced to the IBEW Convention delegates and addressed them briefly. He paid tribute to the IBEW in the following words:

“As a fellow who has watched the parade of labor over the years, I think I ought to offer you my sincere congratulations for the fine strides you have made over the years in this labor movement that we all cherish so much. No

right-thinking person can deny that the International Brotherhood of Electrical Workers has represented its people in a competent, efficient and honorable way. You have come a long way since your last Convention, and all of us in the movement are proud of your efforts and sincerely trust that you will go onward and forward.”

Mr. Michael Lyden, president of the Ohio State AFL-CIO Federation of Labor, was also presented to the Convention. In his message Brother Lyden stressed:

“This great International Union of yours has to its credit 67 years of honorable and trustworthy existence. It has become a living institution in molding the character and the life of its membership in support of everything that has been good and wholesome in community, state and international life. It has been the means and the instrument of bringing about a high standard of industry relations between men and management that cannot fail to have good

effects on our movement. This is the result when a great International like yours keeps in view not only the interests of its own membership but those of the unorganized, and industry as well.”

Next speaker of the morning was John Breidenbach, president of the Ohio State Building and Construction Trades and business manager of our IBEW Local 82 of Dayton, who extended greetings and good wishes to the delegates.

Following Brother Breidenbach, Temporary Chairman Skodis made the following announcement:

“The long awaited moment has arrived. I am about to introduce a man who needs no introduction, especially to those of the Fourth District where he served so well and so faithfully for many years. What the Fourth District lost, the entire International gained.”

Of course, the gentleman to whom the chairman referred was International President Gordon M. Freeman, who then presented his keynote address to the Con-

Presentations and Commendations!



As I. S. Keenan beams, Pat Damiani (363) gives big gavel to Pres. Freeman.



Left: Pres. Freeman receives citation from Maj.-Gen. M. J. Maas for JOURNAL'S aid to employment of handicapped.

Right: Watches were presented to Australian fraternal delegates A. W. Henderson on right, F. H. Campbell, on left.

Below: Mrs. John "Honey" Raymond of Canada receives Hawaiian orchid from two of distant-island delegates.



Above left: Secretary Keenan gives souvenir to Cleveland's Mayor Anthony J. Celebrezze.

Above, right: Louis Sherman, general counsel, also gets souvenir from Sec. Keenan.

Left: Michael Lyden of Ohio State AFL-CIO gets badge from I. S. Keenan.

Right: From left to right are Yong Hi Lee, South Korean Electrical Workers' Union vice president, Pres. Freeman, T. Fukuma, president of Japanese Electrical Workers' Union and Sec. Keenan reading translations of speeches to convention.





Among father-and-son delegates were Wm. Tarvin, L. U. 647, and son W. C., L. U. 1002.



Secretary Joe Keenan and son, Joe, Jr., a Local Union 134 delegate, met at conclave.

vention. (This address is printed in its entirety in another section of this *Journal*.)

For the conducting of the business of the 26th Convention of the IBEW, President Freeman was presented with two gavels—one by Peter Zicarelli on behalf of Locals 38, 39, 71 and 1377 of Cleveland, and a giant one from L.U. 363, presented by Delegate Pat Damiani.

President Freeman then declared the 26th Convention of the IBEW open for the transaction of all business to be brought before it.

First order of business was the Report of the Committee on Credentials. Committee Chairman Rex Fransway reported each day on credentials as they were received and processed. The final Convention count of delegates seated was 2,125.

Reading of the Rules for the Convention by I.E.C. Secretary H. H. Broach followed, after which the Convention Committees were appointed.

Next came a touching and most interesting Convention highlight. A group of old-timers, each having membership dating back more than 50 years, were present-

ed to the Convention for an ovation and a brief address.

Dean of the old-timers, Percy H. Wissinger, first Treasurer of the Brotherhood—a 67 year member of L.U. 1, who is, if you please, still working at the trade—was the first to speak. He told several interesting incidents of the early days of our Brotherhood when men worked for a dollar and a half wage for a 10-hour day and spent half the night organizing fellow workmen into the National Brotherhood of Electrical Workers as it was known prior to 1899.

Other old-timers who were introduced and made honorary Convention delegates were Dave A. Barnett, L.U. 40, and Robert W. Peterson of L.U. 134.

Immediately after the Convention reconvened on Tuesday afternoon, the recent film "Operation Brotherhood," produced by the IBEW which shows something of the history, growth and benefits of our organization, was shown to the delegates.

The balance of the business of the afternoon session was given over to the beginning of the Law Committee's long report. This Committee which met for two weeks in the International Office prior to the opening of the Con-



President Truman was welcomed by delegation of wives during his visit with the Brotherhood in Cleveland. In this photo with him are Mrs. Freeman, Mrs. Jacobs, Mrs. Zicarelli and ladies of the committee.



Keeping the Floor Mikes Warm



A. J. Gullen, Local 359, in appeal for the holding of conventions every two years.

Right: C. A. Peck, Local 230, arose to ask question about increasing final \$40 to \$80 for delegates attending the next international conclave.



Above: Vergil Dixon, L.U. 1805, said Negroes were not being taken in by "right-to-work" propaganda. "I was sent here to represent my local union, not only the Negro membership of it."



Left: Thomas F. Kearney, Jr. of Local Union 99, arose to join in debate over proposed changes to the constitution.



Left: Vice President Blankenship spoke from the floor in regard to an appeal that was reported by the Grievance and Appeals Committee.

Below: M. A. Pyzik, L.U. 494, spoke favoring report which called for District control over methods of voting when District caucuses are held.



Left: George Thomas, L.U. 245, is shown speaking on report of Law Committee.



Convention Speakers



Wesley J. McAfee
Stressed progress of unions.



COPE Director James L. McDevitt
Called for political action.



Maj. Gen. Melvin J. Maas
Urged employment for handicapped.

vention in Cleveland, carefully studied all amendments submitted by our Officers and local unions for changes in our IBEW Constitution and made recommendations. Its long report took several hours each day. The report of this Committee is not reviewed for you here in this running account, but in our November *Journal* a full

account of all Constitutional changes as they were voted upon by the Convention delegates will be given.

Second Day

On the morning of the second day, the invocation was delivered by the Reverend R. Wayne Willmann, President, Cleveland Area

Church Federation, who asked the blessing of God on the deliberations of the Convention and said:

"We thank Thee, O God, for the fine record that this group has in its service to each other and to mankind. We thank Thee for the power that we can transmit through our work as Electricians..."

Following reading of correspondence and announcements, the Law Committee continued its report which was interrupted at 10 o'clock for an address by Major General Melvin J. Maas, chairman of the President's Committee on Employment of the Physically Handicapped. (*This is the Committee on which President Freeman serves as vice chairman.*)

The general, who is himself blind, gave a courageous and deeply stirring address in which he praised organized labor for its work on behalf of the handicapped and stressed: "The very origin of organized labor in this country was based upon the fundamental principle of the dignity of labor and the dignity of the individual."

General Maas paid tribute to President Freeman for his work of



The Sergeant-at-Arms (with back to camera) saw to it that only delegates were admitted to seats on the floor of the convention.



On the Sidelines



T. G. Beckham, COPE Director Jim McDevitt, Sergeant-at-Arms William Sorenson and unidentified volunteer fondle some of \$2,000 volunteer donations by delegates.



Tallest delegate was M. H. McDonnell, L. U. 1305, towering six feet, 10 inches. He was registered by Hilda Rinehart of the staff, barely five feet in her highest heels.



Mrs. William Darby, Red Bank, N. J.; Mrs. R. O. Elliott, San Antonio, Texas, and Al Terry, I.R. from Third District, admire photo contest winners displayed in lobby.



Above: Even the maids at Pick-Carter, convention headquarters hotel, received and admired orchids given by the Hawaiian delegates.



Right: At final adjournment, President Freeman autographs program for delegate as Vice President Regan, center, looks on approvingly.



International Secretary Keenan, International President Freeman, President Truman and Vice President Frank Jacobs posed for photos.

helping the handicapped and made a surprise presentation of a citation of award to the *Electrical Workers' Journal* for "outstanding service as a potent force in carrying on the crusade of obtaining jobs for the handicapped."

General Maas emphasized to the delegates the tremendous impact that what is done for the handicapped has on the rest of the world.

He stated that we are now in the middle of World War III which we so frequently hear of avoiding, and stated:

"The most potent weapon in winning World War III in which we are now engaged will not be bullets; it won't be intercontinental missiles; it won't be bombers; it won't be bases around the world. If we are to win this war for freedom and for human dignity, it is going to be won by people, not bullets; by ideas and ideals. If we can mobilize the spirit of the people throughout the world, it will prevail against all the bullets and intercontinental missiles that there are.

"The Communists are trying to capture the minds of the people of the world. You and I will win only by winning their hearts, and I want to tell you in closing that the most important thing that we do in this country in impressing

favorably the other people of the world is our attitude toward our handicapped, because it is symbolic."

Also appearing on the morning program was Mr. Oliver F. Burnett, Jr., president of our employer group in the construction field, the National Electrical Contractors' Association.

Mr. Burnett, in a straight-forward yet friendly way, took both the IBEW and his own organiza-



Vice President John J. Regan
Relieved Pres. Freeman in chair.

tion, the NECA, to task for not taking all the steps necessary to have an adequate supply of skilled workmen available to take advantage of the opportunities which will be opening up in the near future. Our purpose, Mr. Burnett pointed out, is to "make our industry great and strong, and it is only through a forward-looking, long-range planning idea that we can grow and can continue to be strong the way we have been in the past. I urge you," he continued, "all of you, to give a great deal of thought to this idea of planning the manpower situation."

In explaining why we should do this, Mr. Burnett pointed out:

"I believe we all love this great country of ours, America. We all know that the nation's military and economic strength depends upon the strong concerns in this country that are contributing to the economy by making a profit."

Mr. Burnett closed his inspiring remarks by saying:

"It is through meetings of this kind that our goals can be achieved and if we all sit steady in the boat and pull our oars together, I think we will get the job done."

Principal speaker of the Wednesday afternoon session was Mr. J. Wesley McAfee, president of the Union Electric Company.

In his address, Mr. McAfee emphasized the degree of cooperation which in general permeates the relationship between private utilities and the IBEW. He said:

"We get remarkable cooperation. As a matter of fact, it is my feeling that the IBEW has recognized as much as, and maybe more than any other labor organization, some of the important facets of common interest. I think of the strong position you have taken in many instances with regard to utilities, prompted by the same motives that prompt me. I know that you have concluded that more efficient, more equitable work comes from the free ownership, business type of utility operation."

Mr. McAfee spoke on various areas of mutual cooperation on the part of management and the

Behind the Scenes



Technician controlling level of microphones had bird's-eye view of all the proceedings.



Above: Corridor of Pick-Carter was almost filled with delegates waiting to appear before Law Committee.



Left: IBEW staff made convention function smoothly through long hours and hard work "behind the scenes."



Above: Ray Zicarelli, L. U. 1377, made floor microphones "live" at direction of the presiding officer of meet. Pres. Freeman is seen at rostrum in the background.



Left: Vouchers of delegates can be seen in their hands as "The Big Payoff" began at conclusion of conclave. Ticket windows of Cleveland's Public Hall were used to speed the payments.

Convention Committees



INTERNATIONAL PRESIDENT'S REPORT COMMITTEE



INTERNATIONAL SECRETARY'S REPORT COMMITTEE



INTERNATIONAL TREASURER'S REPORT COMMITTEE

IBEW in the utility field and concluded his remarks by saying:

"We have got to continue to improve our ability to produce in great quantities on an economical basis. We have got to continue to have a free government and a strong government. We have a great competitor across the waters. We have an avid and ambitious competitor, and you delegates have a great stake in that, and I am delighted to see the seriousness with which this great collection of delegates is taking the business that faces you here today . . . your seriousness of purpose encourages me very much."

Following Mr. McAfee's interesting address, the Law Committee continued to report, with the delegates acting on the proposed amendments to the Constitution.

In the late afternoon the work of the Law Committee was interrupted to give the Officers' Report Committees an opportunity to complete their work.

Chairman John B. Smith of the Committee on the International Executive Council's Report reviewed the work of the IEC and approved and accepted its report. They gave special commendation to the appointment of President Freeman and the approval of the filling of other vacancies in our official family.

This report was adopted.

Next the Report of the Committee on the International President's Report was submitted by its chairman, Brother O. L. Kerth, who stated that the committee unanimously concurred in every item covered in his report. This committee expressed appreciation and commendation for the ability and work of President Freeman and likewise former President J. Scott Milne.

The Convention adopted and unanimously approved this report.

Next the Chairman of the Committee on the International Secretary's Report, Brother William Boyd introduced the findings of that committee, which were read by Committee Secretary John Kapp.

Special emphasis was given in this report to the efficient opera-

Convention Committees



INTERNATIONAL EXECUTIVE COUNCIL REPORT COMMITTEE



GRIEVANCE AND APPEALS COMMITTEE



LAW COMMITTEE

tion of the International Office, and to the handling of investments and the aid-to-union-construction and low-cost-housing program. Commendation for the work of the International Secretary for his work as an officer of the AFL-CIO and for his efforts for the entire labor movement was also given by the committee.

This report was also unanimously adopted by the Convention.

Brother Albert J. Mackie, Chairman of the Committee on the International Treasurer's Report, submitted the report for that Committee. He stated that the committee had thoroughly examined the audited facts and figures submitted by the Treasurer, found them all in order and commended him for the able and efficient manner in which he had carried out the duties of his office.

The Convention adopted the report unanimously.

Following some additional reporting by the Law Committee, the session was adjourned a few minutes early, in order to give the various districts time to caucus.

Third Day

The Third Day sessions, like those of the previous days, were opened with prayer, this time offered by Rabbi Rudolph Rosenthal of the Temple on the Heights, Cleveland.

Rabbi Rosenthal in his inspiring invocation said:

"Help us to protect our forms of Government that are built on the free labor of free men. Teach us to be conscientious in our duties, even in the smallest of them. Make us aware of our responsibilities as well as our rights, and may we emulate the labors of God Himself who first said, let there be light."

Following the brief prayer, the Law Committee once more took up its work of Constitutional change, which was interrupted briefly for a message from the President and Vice President of the Federal Council of the Electrical Trades Union, fraternal delegates from Australia and guests of the IBEW throughout the Convention.

President Albert W. Henderson

Convention Committees



FINANCIAL COMMITTEE



RESOLUTIONS COMMITTEE



SERGEANTS-AT-ARMS AND ASSISTANTS

brought the fraternal greetings of the Electrical Workers of Australia to our delegates and stated "this is a proud moment in my life to be able to attend such a great gathering of the foremost organization of electrical workers in the world."

Mr. Henderson told of the labor movement in his country—out of a population of 10 million, two million workers are organized in trade unions, of which the Electrical Workers have 50,000.

Next Vice President Fred H. Campbell, who is also the President of the New South Wales Branch of the Australian Labor Party, was introduced for a brief address to the Convention. Mr. Campbell reviewed the good record of the Labor Government in Australia. Referring to the IBEW Convention, Mr. Campbell said:

"This is an important conference. I have been interested in the way it is being conducted. It has been an education for me. We don't have anything like this in Australia in the trade union movement." Mr. Campbell expressed his pleasure in visiting our Convention and said that he felt though a world of distance separates us, we are really living very close together and that getting to know each other better we can both make a greater contribution to continued peace in the world and continued progress for the working class peoples.

(In our December Journal, we will bring you an article which developed from an interview with our Australian visitors and which will give our readers further details on the differences and similarities between the Australian labor movement and ours.)

The next order of business at the 26th Convention of the IBEW was the election of officers. All of the incumbent Officers were returned to office. Their pictures and the photos of those who nominated them accompany this article.

We wish to bring you a few highlights from the nominating and acceptance speeches.

With Vice Pres. W. B. Petty in the Chair, Delegate Homer

The Committees Report



In top row, from left, are: Owen Kerth, L.U. 816, chairman of the Int'l President's Report Committee, and W. R. Boyd, L.U. 51, chairman of Int'l Secretary's Report Committee. Second row, from left; A. J. Mackie, L.U. 3, chairman, Int'l Treasurer's Report Committee; L. R. Baker, L.U. 734, chairman of Resolutions Committee; John B. Smith, L.U. 558, chairman of I.E.C. Report Committee. In third row, at left: Mary Jane Oren, L.U. 1171, Resolutions Committee member, takes turn at long report. In bottom row, from left: Joseph C. Gramer, Sr., L.U. 25, Resolutions Committee member, reads from report; W. L. Vinson, L.U. 125, chairman of Law Committee, introduces his report; R. W. MacGregor, L.U. 1049, secretary of Grievance and Appeals Committee, begins report of group.



Batterson of President Freeman's home Local 575 came to the rostrum to "nominate a man who won both the respect and the affection of the membership of the Fourth District where he served as Vice President, for his sincerity, his integrity and his ability to get things done."

And following the formal nomination Brother Gordon M. Freeman was unanimously elected International President of the Inter-

national Brotherhood of Electrical Workers, and received a standing ovation with applause that was loud and long.

In a voice touched with emotion then, President Freeman said: "It is one thing to be appointed to an office and still another thing to be elected by unanimous vote to the highest office in the greatest Brotherhood in the entire world.

"I appreciate the confidence that you have placed in me and

I assure you I shall never violate that confidence. I shall continue to administer the affairs of our Brotherhood with respect to the International President's office to the best of my ability, and I thank you from the bottom of my heart."

Next Brother Tom Murray of L.U. 134, Secretary Joseph D. Keenan's home local, came to the microphone and in his nominating speech said:

"Fortunately for our Brotherhood, most of our officers have been men of outstanding ability and character, and none have possessed these qualifications to a greater degree than this team which has been guiding our destiny. You have nominated and elected an outstanding President. I have been given the honor of nominating his team mate, a man whose capabilities you well know..."

"He has had a brilliant career in the labor movement. Two of our country's Presidents entrusted him with important assignments. For the past four years he has served our Brotherhood with honor and distinction."

And after calling his name, Brother Joseph D. Keenan was unanimously returned to the office of International Secretary of our Brotherhood.

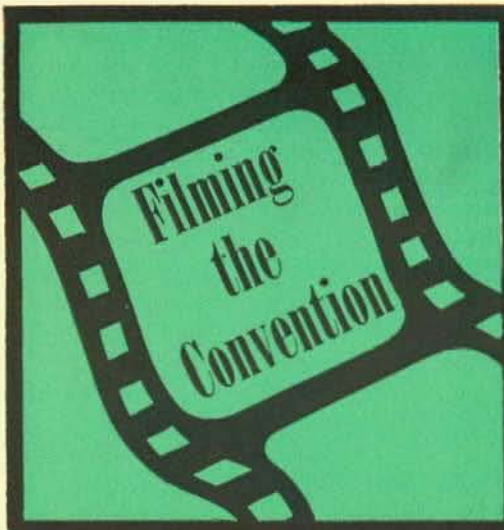
His voice, likewise tinged with emotion, Secretary Keenan said, "I want to say to you that every waking moment of my life will be spent in trying to take care of



Delegates of Northern Electric Office Employees Assn. and Northern Electric Employees Assn. were guests of convention. Shown as they left Montreal, reading rear to front, starting from ground: Elmo Pilon, NEOEA president; Charles Ens, IBEW L.R.; John Van Dulmen, NEOEA vice president; Jean Thibert, NEEA; Frank Chenard, NEOEA; Raymond Gregoire, vice president, NEEA; Gilbert Aldridge, NEOEA; Cyrille Proulx, William Vinters, Orlando Riccio, Joe Bullet, Thomas Burnett, (flight stewardess), Real Qullette, all of NEEA; Frank Clement, NEOEA; Gerard Godin, NEEA. All named without titles are directors of their organizations.



Representatives of Northern Electric Employees Assn. and Northern Electric Office Employees Assn. are pictured on floor of the convention with vice president from Canada John Raymond and IBEW International Representatives Ens, Roy and Menger.



Above: Local TV studios clustered for the Truman speech.

Jim Norling, Norwood Studios, took movies from the balcony.

Below: Sound man for Norwood monitored every major talk.



Norling of Norwood Studios steadies his camera while taking shot from the floor.



Jim Weber, IBEW photographer, calls delegates together for over-all shot of conclave.



Marie Downey, Journal supervisor, and James M. Ragsdale, Ransdell, Inc., scan copy of over-all photo.



Railroad Vice President J. J. Duffy enjoyed chat on the stage with Mike Fox, president of AFL-CIO Railroad Employees Dept.

the interests of the Brotherhood with Gordon Freeman."

Brother John J. Kapp of Local 3 nominated for the Office of International Treasurer "a man with 46 years of continuous good standing, President of Local 3 for 15 years, a man who is a credit to the Brotherhood, Jeremiah P. Sullivan."

Following his unanimous election Brother Sullivan said "I hope that I may always uphold the honor that my predecessor, William A. Hogan, gave to this position in our Brotherhood. I shall do my best to uphold that tradition in the post of Treasurer of the greatest International Union in existence throughout the world."

The Chairman of our Executive Council was nominated by Brother E. C. Madden of L.U. 430 who described him as "a man well qualified because of his diversified knowledge of our great organization." He referred, of course, to Brother E. J. Fransway better known as "Rex."

Brother Fransway said, following his unanimous election, that he felt very humble in attempting to fill the shoes of a grand old man like Charlie Paulsen, but with the help of all his fellow officers and friends he would do his best to serve our Brotherhood well.

Space will not permit excerpts from the fine speeches of nomination presented on behalf of our

Vice Presidents and Executive Council Members, or those which placed in nomination the names of those delegates to the American Federation of Labor and Congress of Industrial Organizations Conventions and those of its various departments.

With regard to these last-mentioned delegates, our readers will be interested to know, however, the names of the members so honored.

Our elected delegates to the



Robert E. Flaherty
Of AFL-CIO Community Services.

AFL-CIO Convention are: Frank C. Riley, L.U. 58, and Horace Dove, L.U. 1329.

Delegates to the Building and Construction Trades Department are: Thomas Murray, L.U. 134, and Guy Alexander of L.U. 292.

To the Metal Trades Department, choice of the Convention was Joseph Ziff of L.U. 6 and John F. Schilt, L.U. 713.

Brother Shands Morgan, L. U. 474, was elected delegate to the Union Label and Service Trades Department Convention.

Vice President J. J. Duffy was the choice of the Convention for delegate to the Railway Employees Department.

Brother Wilfred Chartier of L.U. 568 was elected fraternal delegate to the Congress of Labour in Canada, after nomination in both English and French on the part of Brother Alzee Bastien.

The balance of the morning session was given over to the Convention of the Electrical Worker's Benefit Association and the report of the Law Committee.

At the Thursday afternoon opening session, the Resolutions Committee headed by Chairman L. R. Baker began its long report which was interrupted for an outstanding, hard-hitting address by AFL-CIO President George Meany. (*President Meany's address is printed in full in another section of your Journal.*)

Following Mr. Meany's address, the Resolutions Committee resumed its report.

Many resolutions were considered by the Convention and the delegates adopted the following:

A resolution in which the IBEW pledged itself to work toward a "Shorter Work Day."

A resolution requesting "Job Titles for Those Operating Powerhouses and Substations."

A resolution to promote "Safety Programs."

A number of resolutions which called for liberalization of "Sick Leave Provisions for Federal Employees."

A resolution putting the IBEW on record as pledged to do all that is possible to stop the building and repair of Naval vessels



Delegates "Off Guard"



J. W. Hagerty (1099) reads the Law Committee report but Frank Diana (1041) prefers Labor newspaper.



There were some night sessions
(but not of the convention!).



Delegate puts anti-RTW line on
brief case to make case brief.



Harry Van Arsdale talks to L.U. 3 group.



Sometimes the speeches weren't popular!



N. R. Dean (969) attended with broken leg.

M. F. Darling, E. M. Brown and Pearl
Jahnke, L.U. 1031, find it humorous!





outside the Continental United States.

A resolution calling for the "Establishment of a Communication Labor Board."

A resolution to "Allow Retired Civil Service Employees to Retain Life Insurance;" liberalizing legal holiday regulations; and calling for recognition of organized labor by the Navy Department.

A resolution placing the IBEW on record as being in support of full "Civil Rights for all Americans."

One promoting the aims and objects of the "Religion and Labor Foundation."

A resolution giving full support to the "Ethical Practice Codes of the AFL-CIO."

One to promote "Protection from Radiation Hazards."

Two resolutions of appreciation—one to the City of Cleveland and all concerned for the success of the Convention; and one to the delegates from the Territory of Hawaii for their efforts in adding to the pleasurable features of our meet.

Other resolutions were referred to the incoming Officers for study and action.

Another speaker at the Thursday afternoon session was Mr. James McDevitt, national director

of the Committee on Political Education, who graphically described to the IBEW Convention delegates the tremendous problems which face organized labor today in the anti-labor atmosphere in which we find ourselves and in view of the "Right-to-Work" laws in force in 18 states and on the ballot of several more this election year.

Mr. McDevitt said:

"No one can estimate just how serious these restrictions really are excepting those who are operating in states that have had them imposed on them. In some of the northern states it hasn't been too tough because they haven't made



use of "Right-to-Work" but in the South, as our people who work down there know, we have worked under tremendous handicaps. And if they are successful in putting it over in a great state like Ohio, as they did in Indiana, then I have some great fears about the future of our movement."

Following Mr. McDevitt's address, a collection from the delegates in the amount of \$2,000 was turned over to Mr. McDevitt for COPE.

Later, in the afternoon, Mr. T. Fukuma, President of the Japanese Electrical Workers Union, was introduced to the delegates and he extended greetings from the 14,

000 members who comprise his union.

Mr. Yong Hi Lee, Vice President of the South Korea Electrical Workers' Union, also briefly addressed our Convention with thanks to the American people for the help rendered to the 10,000 electrical workers of Korea and stated that his union, while "it is still young, will continue to fight to create for workers a better society in which to live."

Fourth Day

The fourth day of the Convention was an extremely full and busy one at which the delegates voted to go into continuous session

and the Convention was not adjourned until 8 o'clock.

The opening invocation was delivered by a member of our Brotherhood, Ted Weyn, of the Apprenticeship Division of the United States Department of Labor, who asked God's blessing in the words "Thou art the Fountain of Life and in Thy light shall we see light."

A goodly part of the day's deliberations were given over to the settling of some 60 cases as presented in the Report of the Grievance and Appeals Committee headed by Chairman Tom Murray. Space will not permit a summary of these cases but we do wish to



The Lighter Side



J. R. Keilty, Local 420, and F. A. Russell, Local 1226, join each other in enjoying a couple of ice cream cones after lunch.

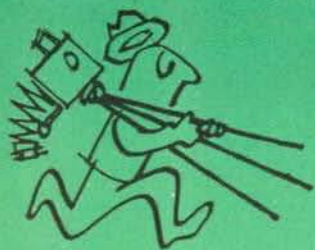
Left: The World Series was on so Frank Gralike, Local Union 1, made up a pool. Here another delegate draws an inning.

Left center: When repeated yells for the question to be put failed to get response, this enterprising delegate held up card on which he had drawn big question mark!

Below: Marcus Loftis, L.U. 520, Big Texas, accepts gift decanter from Gerard Finley, L. U. 1533, on behalf of Biggest Alaska!



Left: Chuck Hughes, Charles Ward and Andy Johnson at RAR booth display cards of membership at end of campaign that raised funds to fight RTW legislation.



The Roving Camera



Bemused R. D. Parsons, L.U. 465, studies report of Law Committee.



Above: Jim Shanks, L. U. 1427, gestures from floor.



Above: Hawaiians Walters Eli (1260) and Wilmer Stone (1437) and shirts.

Right: Pretty thoughtful were J. Taylor and T. B. Samuels (1285).



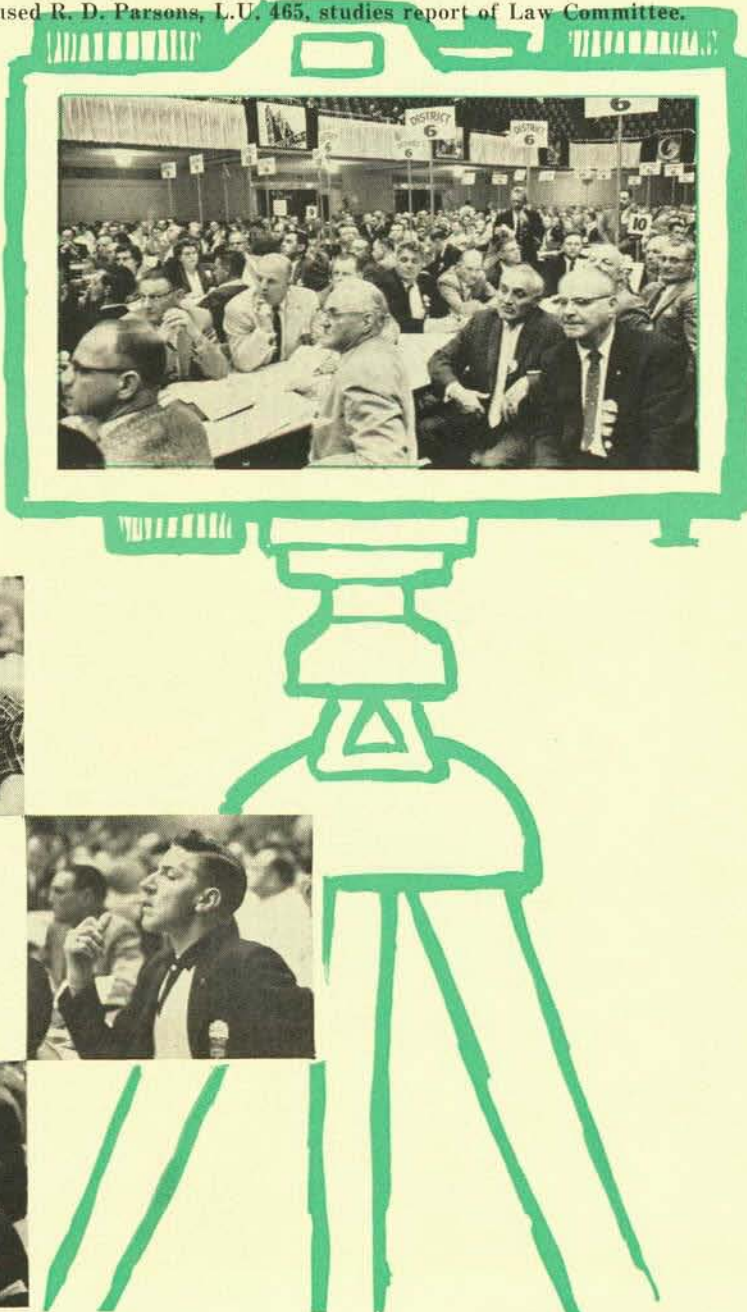
Left: Pennsylvania telephone workers (1944) in after-hours meet.



Right: R. K. McNeill (2005) stretches for better view.



Right: D. Diamond and Robt. Rushford (58) discuss point in report.





"Nerve center" of the convention was located just to left of rostrum where Bernadine Quinn, secretary to I. P. and I. S., received messages, made notes, answered queries and relayed answers for the two officers.

mention here, that this committee met for several days before the convention opened and full consideration was given to each case and every appellant who so desired was heard by both the committee and the convention.

At 10 o'clock in the morning on Friday, the last day of our Convention, delegates and guests welcomed in thunderous ovation the

Honorable Harry S. Truman, who delivered one of his fiery and inspiring address. (*Full text is given in another section of this Journal.*)

Chief speaker at the afternoon session was General Counsel for our Brotherhood, Louis Sherman, who brought the delegates up to date on the many legal problems faced by our Brotherhood and encountered by our local unions. (*Mr. Sherman's speech is also printed in full in this issue.*)

Throughout the day the Convention delegates continued to turn out a great grist of work as the Law Committee, Grievance



Vice President W. B. Petty Presided during elections.

'Wonderful Convention'

As your *Journal* went to press, a letter had just been received from the manager of the Pick-Carter, headquarters hotel for our Convention. We thought our readers would be interested in noting the following comment:

"I want to personally go on record in stating that the IBEW group was the most wonderful Convention group we have had the pleasure of serving at the Pick-Carter. Really, they were outstanding in all respects, and further we enjoyed working with all your committees."

and Appeals Committee and Resolutions Committee completed their reports and presented their recommendations for vote of the delegates.

The work completed, the delegates listened to the closing remarks and good wishes of President Freeman and Secretary Keenan, and the 26th Convention of the IBEW adjourned sine die.

That, in brief, is a description of the business that transpired at our Convention. No account would be complete without a mention of the splendid program of entertainment presented by the local unions of Cleveland, 38, 39, 71 and 1377, under the chairmanship of Vincent Skodis, James Devine, J. C. Masters and Peter Zicarelli, aided by Honorary Convention Chairman H. B. Blankenship. Sightseeing and boat trips, free tickets for outstanding movies and Cinerama, a ladies' luncheon and style show, cocktail parties and hospitality rooms which remained open in four hotels all during the days and nights of the delegates' visit to Cleveland, climaxed by the President's Grand Ball, were all much enjoyed by Convention delegates and guests.

Yes, there were many moments of pleasure and joy throughout the

(Continued on page 90)



Treasurer Jeremiah P. Sullivan Pictured as he accepted nomination.

The Districts Caucus

On International
Executive Council
Candidates



First District IEC caucus votes to renominate Louis Marciante.

At right; Third District Executive Council caucus renamed C. McMillian (on chair).

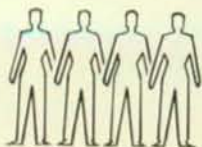
Right, center: As H. H. Broach spoke before Fifth District caucus members.

Right, bottom: C. R. Carle stood on table before Sixth District IEC caucus members.

Immediately below: Member, right, speaks during Second District IEC caucus which renominated Charles Caffrey, seated, center.

Below, bottom: George Patterson presides over session of Eighth District IEC meet.





"OPERATION BROTHERHOOD"

The Districts Caucus on Vice Presidential Elections



Frank Jacobs speaks
to Eleventh District.



John Raymond before
First District group.



Blankenship presides
over Fourth District.



G. X. Barker on table at Fifth District meet.

Gerald Baldus address-
es the Sixth District.





Ninth District caucus filled a large area.



I. R. Wright before
Twelfth District meet.



A. E. Edwards gestures before Seventh meet.



Third District heard
Vice President Liggett.



J. J. Duffy presides at Tenth District meet.



L. F. Anderson stands during Eighth's voting.



Homer Batterson
nominates
Gordon Freeman

Tom Murray
nominates
Joseph D. Keenan



John J. Kapp
nominates
Jeremiah Sullivan

E. C. Madsen
nominates
E. J. Fransway



John P. Daley
nominates
Louis P. Marciante

Drama on the DAIS: Delegates Nominate Candidates

Howard Cornish
nominates
C. McMillian



William Wylie
nominates
Charles E. Caffrey



Tom Murray
nominates
H. H. Broach



A. B. Hickman
nominates
C. R. Carle



Al Bradley
nominates
Charles Foehn

Wilfrid Chartier
nominates
George Patterson



W. C. Johnson
nominates
Carl G. Scholtz



W. R. C. Lang
nominates
John H. Raymond



H. W. Brown, Jr.
nominates
G. X. Barker



Paul Nolte
nominates
Frank W. Jacobs

Harry Leonard
nominates
Gerald A. Baldus



E. P. Cleveland
nominates
Lee Anderson



Samuel J. Donnelly
nominates
John J. Regan



H. S. Silvernale
nominates
Oscar G. Harbak



Charles Pillard
nominates
Joseph W. Liggett



Henry Claypatch
nominates
J. J. Duffy



Sam Oaks
nominates
H. B. Blankenship



Marcus Loftis
nominates
A. E. Edwards



Harold Veazey
nominates
W. B. Petty

INTERNATIONAL



Gordon M. Freeman
President

Joseph D. Keenan
Secretary



Jeremiah P. Sullivan
Treasurer

EXECUTIVE COUNCIL

E. J. Fransway
Chairman

Louis P. Marciante
1st District

Charles E. Caffrey
2nd District



C. McMillian
3rd District

Carl G. Scholtz
4th District

H. H. Broach
5th District



C. R. Carle
6th District

Charles J. Foehn
7th District

George Patterson
8th District



OFFICERS

VICE PRESIDENTS

John J. Regan
2nd District

Joseph W. Liggett
3rd District



John Raymond
1st District



H. B. Blankenship
4th District



From left:

G. X. Barker
5th District

Gerald A. Baldus
6th District

A. E. Edwards
7th District



From left:

Oscar Harbak
9th District

J. J. Duffy
10th District



L. F. Anderson
8th District



Frank W. Jacobs
11th District



W. B. Petty
12th District



A
CONVENTION
ADDRESS

GORDON M. FREEMAN:

'Let's Take a Look at the Future'

MR. CHAIRMAN, delegates to the 26th Convention of our Brotherhood, honored guests and friends.

It is indeed a pleasure and a great honor to be here today and bring to you my first convention message as your president. It brings no small sense of pride to be president of the greatest international union, in the greatest industry in the world—because that is how I look upon the IBEW. However, it brings deep feelings of humility too, this realization of the scope and magnitude of our work and our potential for the future. I am grateful for all the cooperation and help I have received in the three years I have been your president and I need and I ask now for the help and strength of all for the future.

Now, we have always believed that our conventions present a good opportunity to look back from whence we have come—and to look ahead to where we are going.

We don't want to spend much time looking back—that's for the historians. However, I would like to touch on the past for just a little.

When I was collecting my thoughts and planning my remarks to this convention, I happened to pick up a little yellow, crumbling volume, a valued item from our archives collection. Its name? "Constitution of The National Brotherhood of Electrical Workers—St. Louis, Missouri, November 28, 1891."

I took a look at the preamble to that constitution, and it speaks of the men who strung the wires in the air and under the sea, of those workers who brought the telephone into the homes of the nation, and of the workers who "made the materials and instru-

ments" by which electricity could be used.

It might be a revelation to some of the unions that have arisen on the labor front in recent years, to know that from the day of our founding, every segment of the electrical industry was seen as an integral part of the whole, pledged as that 1891 constitution states, to "assist each other in sickness and distress" and "bound



Gordon M. Freeman

together by a common bond of sympathy."

Brotherhood was the theme of our first convention. We hope it will be the true theme and slogan of this convention and of every convention we may hold in the future, so that we may gain help and strength from one another and go forward together.

When we look back over the past four years since our great convention in Chicago, we note

many evidences of this spirit of brotherhood, and it has contributed materially to our progress and growth. Many of our strong inside locals have enlarged their jurisdiction, opened their doors to manufacturing workers. Many of our established locals in both the utility and construction field have lent their support and strength to Radio and TV, Motor Shop, Maintenance and other electrical workers in various fields, in their attempts to organize under the IBEW banner.

That look back over the past four years is an encouraging one. We have grown as a union. We have made progress. I shall not bring you the details here. I have tried to summarize them as best I could in my report to this convention. Secretary Keenan has brought you other phases of our progress in his report. There are some charts which will point out graphically that the period 1954 to 1958 has been a good one for our brotherhood.

In this regard we must realize that we are some of the lucky ones, and that some of our gains have not come easily. There's been a recession and we felt it. The Taft-Hartley Law, the "Right-To-Work" Laws in 18 States, the constant fight on the part of the Anti-Laborites to extend them, the impact of the McClellan Committee Hearings on Public Opinion, have not left us without scar. But we have grown. We've added over 100,000 new members to our ranks; and we've chartered 158 new local unions, some of them even in "Right-To-Work" States. And in spite of difficulties encountered, by recent surveys made, our members in all branches have averaged 20 percent increases or better in four years, plus many

fringe benefits. Improvements in vacations with pay, sick leave, additional holidays, have been outstanding, and in addition health and welfare plans have become an important part of contract negotiations.

Our gains compare favorably with those of other International unions. This statement is not made on the basis of our own observations or opinions. We have watched with interest the releases on wage gains issued by the Bureau of Labor Statistics of the United States Department of Labor. And we have found satisfaction in knowing the gains made by our members, as evaluated by this reliable source, have exceeded those of fellow union members in other industries.

And it seems to us that at a time when the newspapers of our country have been lambasting some unions for the misuse of funds, ours have been safely invested in insured loans—loans which spell work for union members and low priced homes for working people—the program Secretary Keenan outlined for you in his report.

Look at Achievements

But enough of the past, this brief survey wasn't brought to you with any feeling of boastfulness, but just that all who contribute to building a record of integrity and progress—you our members, and those you represent at home—may share with your officers and representatives, a feeling of satisfaction and security.

Now let's take a look at the future. What we do in the past does not really count, unless we continue to move ahead. From every angle, the future of the electrical industry is bright.

To get a picture of what we of the IBEW might expect in the future, we did not trust our own judgment or that of many of our staff or local union members, some of whom are experts in their own right. Instead we checked business sources and we found surveys and predictions that far surpassed our own expectations.

The National Federation of

Joe Schuler, left, and J. R. Preisling, L. U. 38, were among the delegates who took photos during sessions of the convention.



Financial Analysts—experts “devoted to the interests of those engaged in investment management and in the profession of security analysis,” had this to say about the electric utility industry.

“The electric utility industry is still showing good performance, and this attests to the recession-resistant characteristics of the industry . . .

“Annual usage per residential customer in 1956 was around 2,969 kilowatt hours. By 1960, this figure should jump to more than 4,000 kilowatt hours.”

The report of the analysts goes on to give the billions of dollars earmarked for construction in order to increase the capacity of our present utility companies' generating units.

More Use of Electricity

It goes on to prophesy a 30 percent residential increase in kilowatt-hour sales, as electrical heating comes into greater use in our homes. And the continued mechanization of industry will cause industrial power consumption to show substantial increases.

That is the kind of information the investment counselors are passing out. Now what about the utility spokesmen, what do they have to say about the future of the electrical industry?

The Edison Electric Institute has undertaken to forecast the development of the industry for the year 1979, the year which

marks the 100th anniversary of Edison's invention of the first practical incandescent light. J. Wesley McAfee, who was then president of the Edison Electric Institute, and who will address us at a later session of our convention, when the results of the survey were made public, said that months of study and careful evaluation had gone into the study and that the results were surprising even to the experts in the field.

Industry Has Big Growth

To begin with, the growth of the electric industry in the past seven years has been phenomenal. Sales have nearly doubled—from 281 billion kilowatt hours in 1950 to 558 billion last year. In the same seven-year period, generating capacity has almost doubled—from 71 million kilowatts in 1950 to 135 million kilowatts by the end of 1957. And investment in plant and equipment has risen from \$19 billion in 1950 to \$36.5 billion by the beginning of 1958. All of which chalks up a record that cannot even be approached by any other industry.

Based on the prophecies of the past (which incidentally were surpassed by the actual records) the Edison Electric Institute now projects the future of the industry as it will be approximately 20 years from now.

First, annual sales for the industry are expected to reach 3

trillion kilowatt hours. That is over five times the sales for last year. By the same token, the capacity of the electric plants producing these 3 trillion kilowatt hours, is expected to be 665 million kilowatts, also five times what it was last year.

Investment by Electric Companies is expected to reach \$221 billion or six times the \$36½ billion of last year.

And Electric Company revenues are expected to hit \$50 billion annually, over six times the 1957 record of \$8 billion.

These are really big figures—they sound like the figures Andy used to recount in the old "Amos and Andy" radio programs.

Maybe they sound like a lot of dry statistics to a lot of people. I don't believe they can be dry statistics to you members here today. Because those figures and the tremendous growth and potential they represent, mean the life blood and the bread and butter, the jobs and the future of IBEW members.

For where the utilities lead, every branch of our industry will follow. For every utility rise, not only is prosperity spelled out for our utility workers, but for our construction workers who will build the new plants and the additions, that will make possible

increased generation; for our manufacturing workers who will make the wire and cable and the instruments and appliances that go into the plants and additions. All branches of the IBEW are vitally concerned with the trends of the utility industry.

In this house that Jack the utility will build, all in the IBEW will play a part.

There are other fields which spell out the words "bright future" for us.

One is the field of Nuclear Energy. It is less than four years since the Congress of the United States permitted industry to own and operate nuclear power plants, and yet more than 120 electric companies are participating in 27 Atomic Power Projects, including 15 Nuclear Power Plants.

Many of our citizens were vitally concerned when the Russians put Sputnik I into orbit. It looked as if the Russians had beaten the United States at its own game, technology. However, on the world stage, in nuclear power, the United States holds "an absolutely commanding position." This isn't our casual observation but the studied opinion of the experts and these are the actual words of Dr. Libby, scientific member of the United States Atomic Energy Commission.

In December, 1957, the first full scale commercial nuclear power plant in the world went on the line. It was constructed by IBEW members and is operated by other IBEW members.

Last month we were thrilled to read of the historic voyage of our atomic-powered submarine, the *Nautilus*, under the north pole. The atomic power plant within the *Nautilus* has propelled the ship away over 100,000 miles and it is still going strong. About one-third of all the work on that sub was performed by IBEW members.

The first atomic freighter, the *Savannah* is under construction now. Approximately one-fourth of her construction crew are members of our brotherhood.

The new look in our defense program is centered on missiles and other electronic devices. Air Force leaders in 1957 estimated that in time, 90 percent of all air defense missions will be handled by missiles. Even now, some 4 billion dollars is being spent annually for missiles and electronics. Once more, that means work for electrical workers—every step of the way, from the parts that go into the weapons, to the power needed for their creation, and the actual work of constructing them—all is in our jurisdiction.

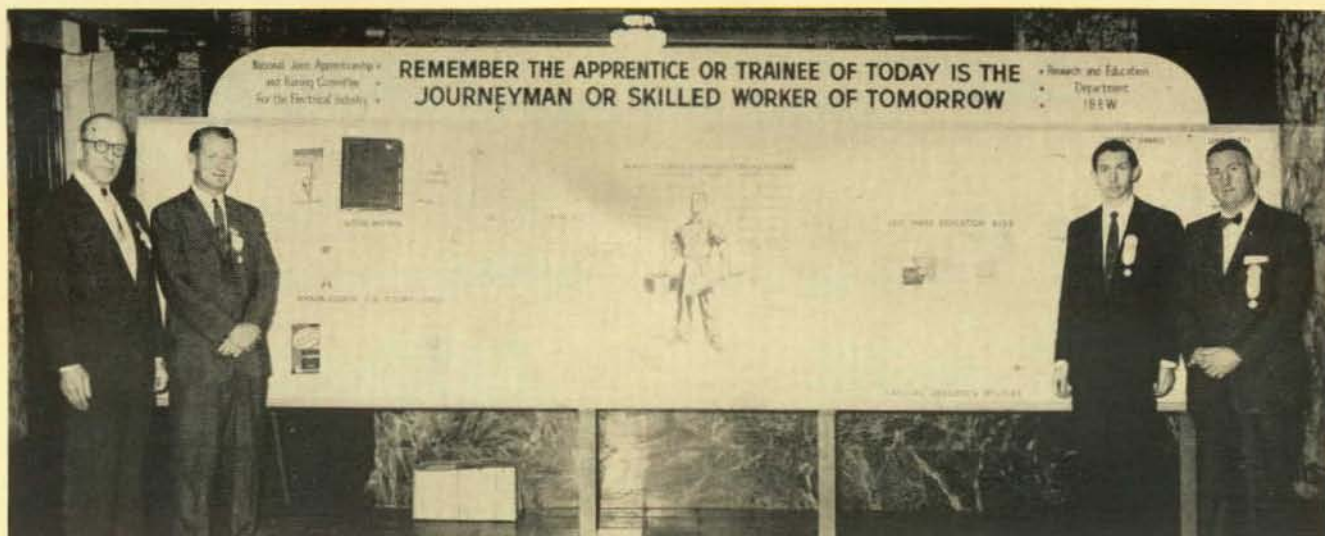
The electrical industry never stands still. It is constantly going forward. We are some of the lucky ones. Many of our fellow workers in other fields have seen their industries hit the peak and then decline. For us, in electrical work, this is our era, and the end is nowhere in sight.

And now I should like to touch for a moment on that great bugaboo of today, automation. Some of the greatest gains which have come to the American and Canadian people, have come to them through technological change, accompanied by the protection of their unions.

Automation has caused unemployment for some of our people. We are doing all we can every day to get employment security clauses written into our contract



Stenotype writers took down every word of the convention which was transcribed in a few minutes, printed overnight as daily proceedings.



"Bill" Damon, Bert Wright, Dave Evans and James Noe stand before display of the National Joint Apprenticeship and Training Committee and the IBEW Research and Education Department. Pres. Freeman stressed importance of apprentices in speech.

which will protect our members from the evils of automation.

But automation to us as electrical workers, is a Dr. Jekyll and Mr. Hyde, with emphasis on the Dr. Jekyll. Someone has said and very truly "you can't stop progress." Someone has to build and service the machines which are doing the work of men, and there is a lot of electrical work and servicing to be done. The univac machine for example called "the brain," which displaced some of our IBEW members employed in utility offices, (through union efforts these workers were retained in other jobs, however) is being built and serviced by other IBEW members. Automation will open up many employment doors to us and we must be ready to grasp our opportunities.

There is much more I would like to say to you if time would permit, but I must not keep you too long.

I hope I have been successful in getting over to you the bright picture of the future of our industry. However, that picture remains bright for us only if we are prepared for it.

We might say we are pleased with IBEW performance up to now, but certainly not satisfied.

We are going to have to train—and educate—and train some more, if we are going to man the complicated jobs the space age

and the electronic age and the nuclear era will have to offer.

We had a letter from one of our business managers in California just a month or so ago. He enclosed a long list of electronic installations made by members of his union. He added a significant footnote to his letter. It was this—"not one of these installations could have been made if it hadn't been for our electronics training and education program."

We need other training programs too—in trade unionism—what it means, and how to keep our unions strong and vibrant, and how we fight "Right-To-Work" Laws and how we continue to gain benefits for our members.

This type of education pays off too. A strong example which came to my attention recently, points this out rather vividly. One of our local unions has been carrying on an excellent training course for its stewards for several years. The business manager of that particular local visited the I.O. recently. We asked him if he felt the extensive training programs had paid off.

"I'll let you be the judge," he said. "In the past three years we have processed something over 2400 grievances. We have never lost one!" To our way of thinking, that's pretty conclusive evidence.

We have to keep learning and working and striving for some-

thing better. We have got to continue to work for higher and higher standards of living and more benefits for our members. We can never be satisfied or we begin to die.

Knowing our members and working with them over many years, I do not believe we have much to fear on that score.

One hundred years ago, there was no electrical industry. Today every prediction gives the lead to the electrical industry for many years to come.

Our brotherhood, like the electrical industry, has a great past. Like the industry we believe it has a great future.

Someone coined a slogan for our organization many years ago, "where electricity goes, there goes the IBEW!" Well, it is shooting into the air in guided missiles, it is plowing in the depths of the sea in submarines, it encompasses the earth. To the length and breadth and heights and depths it yet can reach, the IBEW will go with it!

And in the great tradition of our organization with the "bond of sympathy" of our first constitution created between every member of the brotherhood and every other member, it is our solemn hope and wish, that as we go forward, the spirit of "operation brotherhood" will ever prevail.

Thank you.

GEORGE MEANY:

'...the Biggest Lie of All'

PRESIDENT Gordon Freeman, Secretary Keenan and Delegates to this 26th Convention of the International Brotherhood of Electrical Workers: I am happy to bring to you this afternoon the greetings of the American Federation of Labor and Congress of Industrial Organizations and to say to you that I take a great deal of personal pleasure in coming to this Convention because of my long association with your Officers and with the Electrical Workers' trade in my own home city. One of my brothers, before he passed away, was a member for many, many years, of Local 3. I have a sentimental interest in the IBEW.

There are many problems that I would like to talk to you about today. There are just too many to try to take them up at one session. However, there are one or two that I feel we should talk about. A great deal has been said about the so-called "right-to-work" law. That law is up for decision by the voters of the State of Ohio on November 4. The decision to be made by the voters is whether or not Ohio takes a step backward to the point where they permit the State to interfere with the process of free collective bargaining as has been practiced for so many years and under which the workers of this State have made great progress.

Gives None Any "Right"

I think it is well to analyze just what this bill does. It is called a "right-to-work" bill. Does it give anyone any particular rights to work? No, it does not. Actually, it is designed to impair the right of union workers not to work. If under a democratic form of government you deny the right of one group in order to implement the supposed right of another group,

then we no longer have democracy. The right not to work—and I speak specifically of the right of a union man not to work with a non-union man—is a God-given right. That was not given to us by any law.

It is the right not to work, not to be a slave to any industrial corporation, under which we built this trade union structure. If we did not have the right not to work under any conditions which are disagreeable to us, then we could not have built the trade union movement and we could not have made the contribution that we have made to the welfare and progress of this great nation.

Now this proposal on the ballot prohibits union security clauses between management and labor. It injects the State into the field of collective bargaining and under this law, the State could prohibit all forms of union security, not only the closed shop, or the union shop but any other form of union security.

Campaign of "The Big Lie"

Now the campaign for this so-called "right-to-work" law, the campaign that is being waged on a nationwide basis is a campaign of deceitful propaganda, a campaign of fraud, a campaign based on the issues of life and it seems to be the idea that if you tell the big lie and tell it often enough, sooner or later the people will believe it. Does this law give anyone the right to a job? Does it mean a single job for a single worker anywhere? Despite the propaganda, I will challenge anyone who advocates this type of law to show where it creates one single job, but actually, it would have the effect of weakening workers' rights to the jobs they now hold because it weakens the instrumentality which helps them

maintain their conditions. How many workers in the State of Ohio who have now been out of work due to this recession would have retained their jobs if there was a "right-to-work" law in this state? I defy those who advocate this law to answer that question. And if a "right-to-work" law is enacted, how many workers in this state who are unemployed would find jobs because of the enactment of that law? And what about the temporary layoffs that come when these industrial corporations are retooling? Would this law help in any way when it becomes convenient for the employer to put his employees aside for a few weeks or a month? No, of course not. The fact is that this law will create no new jobs nor will it restore one single laid-off worker to his job.

Seek to Destroy Labor Unions

The next question is, does this law in any way enhance or improve the rights of workers in relation to their employment? This is the propaganda that is being handed out. This in no way improves the right of workers in relation to their employer and the net effect of these laws is to weaken and if necessary or possibly destroy the trade union movement. And it is quite obvious that if you weaken the instrumentality which has given the worker conditions, you cannot in any way improve his chances or his rights in relation to his employer.

This is some of the propaganda that is being handed out.

Then the Negro workers are being told that this is really in effect a fair employment practices law that will protect the Negro workers. The advocates of this legislation are seeking to convince the Negro workers who are rightfully concerned, along with everyone

else, as to their economic future that they will acquire some equality through law that they do not now have. Well, the fact is that this will not achieve any more for the Negro worker than it achieves for the non-Negro worker. And it is interesting to note that the same forces who led the fight against a Fair Employment Practices law in the Ohio Legislature are the same forces who are today advocating this "right-to-work" law. The Executive Secretary of the NAACP made this statement in response to the idea that this "right-to-work" law is in some way a fair employment practices law—and I am going to quote him:

"Nothing could be further from the truth; nothing would be more dangerous to the colored wage earner and to the economic well-being of the entire Negro community than the enactment of this so-called "right-to-work" law."

Then we are told that this is going to help the farmer, that in some way by weakening the city worker the farmer is going to be helped. The odd part of it is that this statement is not made by the farmer, this is made in behalf of the farmer by the representatives of the NAM and the Chamber of Commerce. Actually, it is quite obvious that if you hurt the city worker, who in the final analysis is the farmer's best customer, then you have got to hurt the farmer because the things that the farmer produces are the things that are purchased by those who live in the cities, the industrial workers, and the purchasing capacity of the industrial worker in the big city determines the price that the farmer gets for his product. Reduce that purchasing power and you must hurt the farmer.

The biggest lie of all, however, is the statement that those who propose this legislation—the Chamber of Commerce, the National Association of Manufacturers, and this so-called Fred Hartley "Right-to-Work" Committee—these people who are raising millions of dollars, who are hiring these high-powered Madison Avenue advertising agencies to carry on their propaganda day in and day out—they state

they are solely interested in the welfare of workers. That is where they stop—they are solely interested in the welfare of workers.

Well, let's look at one of these groups. Let's look at the National Association of Manufacturers. There is no doubt that the National Association of Manufacturers is financing to a large degree these drives for "right-to-work" laws. This is the association which takes the position that it is doing this solely for the benefit of the American workers.

Let's look at the record. Let's

make this statement advisedly—every single piece of progressive legislation that would benefit workers over the last 60 years was opposed viciously and vigorously by the National Association of Manufacturers. That is the record.

We all recall the efforts in the early part of the century, in 1910, 1911 and 1912, in Ohio, New York, and other progressive states, to place a workmen's compensation law on the statute books, a law which lays down the principle that loss of earning power is a proper charge against the industry.



GEORGE MEANY

go back for the last 60 years. Let's go back to the days when workers were fighting against the conspiracy doctrine, when it was standard policy for the employer to try to starve out those who joined the union, back to the days when more than 50 percent of the strikes were for one single item—recognition of the right of workers to join with one another in order to enhance the conditions of work and of life facing them and their families.

Yes, every single piece of progressive legislation on the statute books of the several states and on the federal statute books—and I

Every one of those laws was fought tooth and nail by the National Association of Manufacturers and this can be proven and documented by their own publications and their own record.

In the state of New York, they went so far as to have the law declared invalid and the labor forces in the State of New York in 1911 had to amend the State Constitution in order to enact a workmen's compensation law and put it on the statute books of that state. That was fought by the NAM. Factory inspection laws, industrial sanitary laws, a law which called for the placing of a fan so that harmful



The galleries around the convention floor were packed during the speech by George Meany. In foreground is Frank Graham, International Representative.

dust could be removed out of a factory or in some place where abrasive materials were being used. That law was fought by the NAM and its state branches. So down through the years, without exception, this organization has taken the consistent position of opposition to anything that would benefit the workers on the job.

And keep in mind unemployment compensation 25 years ago in the 30's, these laws also went on the statute books over the terrific and consistent opposition of the National Association of Manufacturers. And bear in mind also that these are laws put on the statute books through the efforts of the trade union movement that benefit all those who work for wages. Everyone who works in all the 48 states is protected by unemployment compensation and by Workmen's Compensation, not just the trade union members but all workers are protected. And these same forces recently opposed in this state and other states, the supplemental unemployment insurance contracts negotiated by the steel and auto workers and even to the point of going to take legal action to prevent the employer who was a party to those collective bargaining agreements from carrying out his obligations of paying supplemental unemployment insurance. And this is the group that comes

before the American people with this vicious anti-labor "right-to-work" philosophy and prefaces its position on this by saying—we do this in the interest of American workers. Well, they come with very poor credentials insofar as the record shows.

Now there is another phase of this matter which is of vital interest to us and we have got to be absolutely frank and honest with ourselves. We are told that the "right-to-work" law is needed to prevent corruption in labor-management affairs. We know that this is false. We know that the corrupt elements in labor are not bothered by any present law on the statute books and they certainly wouldn't be bothered by a "right-to-work" law. After all, there is not a state in the Union that doesn't at the present time have laws against corruption, fraud, embezzlement and thievery of every kind.

And the statement that a "right-to-work" law which would weaken the decent elements in the trade union movement would in some way block these corrupt elements is complete nonsense.

Let me point out there was a bill before the House of Representatives just a short time ago, a bill that the American trade union movement had agreed to, a bill that met the policy of the AFL-CIO which was, simply stated, that

we would agree to any legislation that would be helpful in curbing corruption in or out of the trade union movement, provided that that legislation did not in any way hamper or adversely affect our right to do business as we have been doing for the benefit of the workers of this great country. But this bill, passed 88 to 1 by the United States Senate, was killed in the House of Representatives. And who killed it? The same people, the same forces that are now advocating the passage of a "right-to-work" law in the State of Ohio.

I notice one of the candidates for Governor in this State took the position very suddenly that he is for "right-to-work" legislation. Somebody must have told him that that is good political meat, that this would help him.

Well, on the corruption issue it is very, very interesting that every member of his party, that particular candidate's party in the House of Representatives, every member but one—and that one didn't vote at all—voted against the Kennedy-Ives bill which would have helped the trade union movement handle this question of corruption in labor's ranks.

So this brings us face to face with the most important problem for the trade union movement at this time. That is the question of corruption in labor-management affairs and the question of legislation in connection with that item—legislation that would be helpful and also legislation designed to be harmful. The position of the trade union movement, as laid down by the AFL-CIO last March, was very simple, that we would cooperate with the Congress in writing and passing legislation that would be helpful to the trade union movement and to the community at large in preventing corruption in labor-management affairs; but under no circumstances would we accept punitive legislation that attempts to punish the entire trade union movement because of the sins of a few men. That was our position in the last Congress. In keeping with that position we supported the Kennedy-Ives bill, and that will be our position in the new

Congress. We are not going to allow this issue of corruption to be used to stop the trade union movement. We are not going to accept punitive legislation under any circumstances whatsoever.

We have a perfect right to take that position, because the one agency in the United States of any size that has done anything about this question is the trade union movement. We are against corruption in labor for two very simple reasons. The first is because it is wrong and the second because it is bad for the labor movement.

We make no claim to perfection. There are no human institutions that I know of that are perfect. Perfection is really not of this world, in a sense. But at least you set up standards, you set up some goals, and you try to work toward them. This trade union movement has done that. This the trade union movement had done before there was a McClellan Committee. This the trade union movement is going to carry out.

I would like to ask, has business an Ethical Practices Code comparable to the Ethical Practices Code of the AFL-CIO? Has business done anything to curb those from the business world who have their part in this issue of corruption? There were very, very few of these cases where there was a corrupt union official that there wasn't a corrupt employer on the other side of the table.

I ask the NAM and the Chamber of Commerce, what have you done compared to what labor has done? Has there been any action against those hired by business to stir up trouble, to keep men from joining unions, against those in the business world who have used these gangsters to the detriment of the workers? If they have done anything about it, they have kept it pretty quiet. We haven't heard about it.

I would like to ask the business community of this entire nation if they think they could stand the type of investigation that has been made of the trade union movement by a McClellan Committee.



Secretary Joseph Keenan escorted President Meany from hall after speech as delegates and visitors rose and applauded with thunderous ovation!

Do they think they could stand it? Let me say to you they could not stand it; they couldn't under any circumstances come out as clean as the trade union movement has come out.

Let me give you a sample of the hypocrisy of these people who have the welfare of the American worker at heart. In order to advance his welfare, they want to destroy his union. Four years ago the American Federation of Labor independently and the CIO independently advocated the passage of disclosure legislation, asking that the trustees of welfare and pension funds in which workers were beneficiaries make certain reports to the Department of Labor and disclose what was done with those funds, with the workers' money. It was a very simple bill. For four years we have been advocating that bill and for four years the National Association of Manufacturers, the business community and the big insurance companies, these organizations which are now financing this vicious attempt to tear down the trade union movement, opposed this type of legislation because a number of these funds were under the trusteeship of employers alone and we finally passed a weakened version of this bill at the last session of Congress. This is the type of thing that we can expect from the business community that allows itself to be used through these professional organizations to, on the one hand, protect the criminal elements that

have come into their life in these welfare funds and at the same time, attack the trade union movement. These are the issues, the most important issues that are facing Labor—the question of corruption and the question of labor legislation.

On the question of corruption, we have our code of ethics. We are going down the line with that code of ethics to try to keep our movement clean because if the movement is not clean, then it cannot serve the purpose for which it was established.

Insofar as punitive legislation is concerned, we are not going to accept any punitive legislation. We are going to continue to do the job we have been doing for many years, making America a better place in which to live and to work. I haven't time to go over the record of achievement, but let me say it is there. Yes, Americans like to boast of the high standard of life that makes this the leading nation of the Free World. And that is true, that we are the leading nation of the Free World in the measurement stick of human values, using the measurement stick of the standards of life for the great mass of our people. Yes, we have better wages. We are not satisfied. Our children have better educational opportunities, but still not good enough. We have better educational opportunities and better standards than do the workers in other lands. And why? Did it

(Continued on page 95)

HARRY S. TRUMAN:

'... Just Kick Them out of Office'

MR. PRESIDENT, Joe Keenan, and members of this great Electrical Workers' Union: You don't know what a compliment it is to me for you to ask me to appear before you this morning. I have a few things to say to you which I think will be of interest to you, and I am sure that they will be of help to the country at large.

I am honored to be your guest at this great Convention. Being here, of course, is like visiting old friends. There is no one in the world who thinks more of his friends than I do, and I stay with them when they need it.

When Joe Keenan invited me to come here, of course I had to come. I would find it difficult to turn Joe Keenan down. I have known him for a long time and I have the highest respect for him, as well as the greatest affection. He and your good President, Gordon Freeman, give your Union the finest kind of leadership and you ought to be proud of both of them.

I would like to thank all of you for that wonderful contribution you made to the building of my library in Independence. It is now completed and it belongs to the United States Government and it is on its way to becoming the center of a study of the Presidency and of our foreign affairs and of the history of the country generally.

Independence is the county seat of Jackson County and Kansas City is its biggest suburb. If you come to that neighborhood why don't you come out there and let me show you what you have done through your contributions to that organization? That whole outfit, the building, the contents and all the presents, everything I received while I was President of

the United States, which I would not have received if I had stayed on the farm, were turned over to the people of the United States. You have a great interest in it, and I want you to take a look at it and see if you got your money's worth or not.

As you may have heard, I am going around the country these days urging people to vote for the Democrats. It seems to me that it is as important to vote for Democrats this year as it has ever been in the history of our country. But I understand that this is not a political meeting, so I will not be too partisan. I will just be as nonpartisan as it is possible for this old man to be in this case. I will just explain why the Democrats ought to be elected, and I will explain it without partisan reasons.

You will remember I was here in 1948 on a certain whistle stop campaign, which was named "Whistle Stop" by one of the former Senators from Ohio, a fine man, and I liked him. The only thing was that he wanted to make everybody vote Republican and I was here to steer them right and

vote the Democratic way. I was here explaining, you remember, the Taft-Hartley law and the other things that I thought would be of interest to you. I am going to do that now because I think it is my bounden duty to do it.

This labor movement is not a political party, but you ought to remember one thing. Samuel Gompers said that labor ought to go to the polls to reward its friends and punish its enemies. That was sound advice, and if you follow it as you should, I don't know how you could possibly vote for a Republican candidate for state or national office under present conditions.

If you follow Gompers' advice on November 4, 1958, you will have to vote the Democratic ticket and vote for your friends. You do not have to punish anybody—just kick them out of office. That is all you need to do.

If you vote the Republican ticket you will be giving a vote of confidence to the Republican Administration in Washington. You will be rewarding your enemies, the enemies of union labor. Frankly and openly that is what



Applause, rebel yells and whistles rent the air as popular President Harry Truman was escorted into the hall for a typically hard-hitting speech. His address was interrupted time and again by loud applause.

they are. If you vote Republican you will be saying that you approve of high interest rates and high prices. You will be approving an administration that brings on recession and price inflation at the same time. Now, it takes a genius in reverse to do a job like that. You will be saying that you do not see anything wrong with more than five million men out of work. You will be endorsing a party that fought to hold down the increase in unemployment compensation payments. You will be voting for reactionaries who would rather smear labor than pass a good law to help labor drive out the racketeers who muscled their way into some good unions.

Let me make this clear: if the Republicans win this election they will assume they have a blank check to continue the anti-labor administration of the federal laws that were established to protect labor's rights.

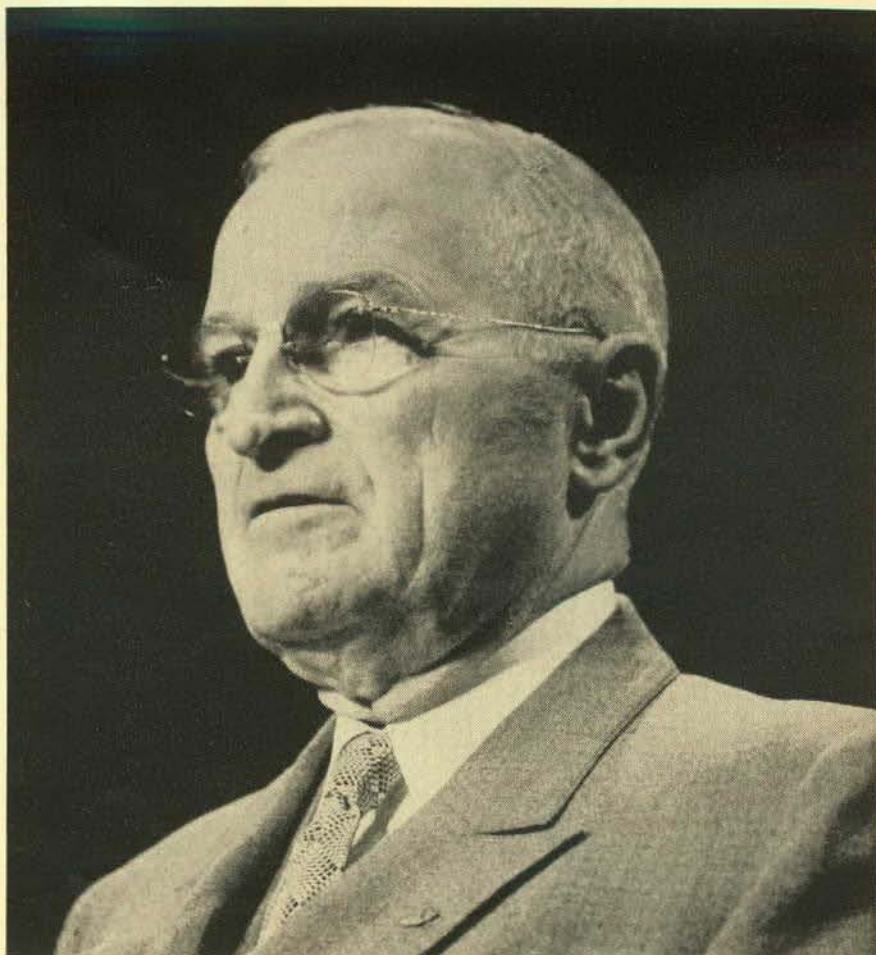
In my day in the Government the National Labor Relations Board was set up to protect the legal rights of trade unions and their members. When the Republicans took over in 1953 they began as soon as they could to appoint anti-labor members to the National Labor Relations Board. Then this Board began to chip away at labor's rights in decision after decision.

I can remember when an employer was not supposed to interfere in an election of a collective bargaining agency, but the Republicans have changed all that. Now an employer can call all his workers together on company time and talk against the unions and the unions cannot talk back.

These one-sided practices are all legal—that is, to the new Republican Labor Relations Board.

I can also remember when strike breakers were not permitted to vote in a collective bargaining election. But the Republicans have changed that as well. Now a company can hire scabs and vote them against the Union, and while the workers on strike are deprived of the right to vote.

That may be the Republican



Serious mien of Harry Truman, sure to go down in history as one of the U. S. Presidents whose responsibilities in office ranked with those of Washington, Lincoln and Wilson. He pin-pointed anti-labor activities.

idea of fair play in an election, but, my friends, it is not mine and never was.

Such changes as these in the labor law are part of the thinking of the master minds of big finance and big industry. The men who enjoy special stag dinners in the White House, these men welcome a degree of unemployment. It helps keep wages down. They want to hold wages down because that makes for higher profits, and they dislike strong unions because strong unions mean higher wages.

And do you know what they have done? They have put out so much propaganda today that even the farmers have begun to think that there is something wrong with the unions. And I want to tell you something, that the best customers the farmers have for steaks and for everything else that the farmer puts out are well paid union men, and you ought to be together.

I have been all over the country,

and every time I have had a chance I have tried to tell those farmers who voted against themselves in the last election that they bring about the worst kind of program when they join the anti-union people, and if they do it they ought to get what is coming to them.

If the Republicans win the November election, the dominant big business interests that control the Republican Party will conclude that the people have voted and do not care about the infringements they have made upon the rights of labor. So they will proceed to finish the work they have begun, and sew organized labor up in a sack of legislative restrictions until it is smothered to death. This is the clear tendency of the dominant Republican attitude toward our state and national labor laws.

Do you remember the Taft-Hartley Act? Do you? I do. I vetoed it. I vetoed it twice. Then they finally passed it over my veto.



Scene shows crowded dais as President Truman told the delegates that continued intensive political action by labor is necessary if enemies of organized labor are to be kept from repressing it by legislation.

I came out here and told you what it would do. They are doing it right now in these good-for-nothing "right-to-work" laws, and I will tell you more about that directly.

When I got through with that, do you know what you did, you people here in Ohio? By a 400,000 majority you endorsed the man who wrote the Taft-Hartley Act. Now you are getting the results of it.

For years now the Republicans have been telling us that there is no harm in it, that it was just an innocent little reform, but the truth is that the Taft-Hartley law in many of its provisions is a concealed time bomb ticking away under the House of Labor.

Let me give you an example. The Taft-Hartley law prohibits the closed shop. That is, it prohibits union membership as a condition of employment. But the Taft-Hartley law does permit the union shop, that is, a labor contract requiring union membership after employment. This on the face of it gives unions some protection against anti-union employers and dual unionism, but this same law placed a delayed time bomb under this union shop provision.

How? The union shop would not be permitted, the law said, in states where state statutes prohibited it. You did not read that very care-

fully. Ohio endorsed that law by 400,000, as I said a while ago, when they sent the author of it back to the Senate. This provision, of course, was inconsistent with the stated purpose and philosophy of the Taft-Hartley law itself.

The purpose of the law was to establish a federal labor policy for interstate commerce, and you had a Republican Chairman of the Senate Committee on Interstate Commerce when the Republicans controlled the Senate and if you send him back there you will get what ought to be coming to you. You ought to elect a liberal. You ought to elect this Democrat who is running for the Senate, Steve Young, who is my friend, and I know he is an honorable man.

The union shop is a good thing. Why should a state be permitted to reach out into the federal field of interstate commerce and rule to the contrary? Why should state laws against the union itself be given precedence over the federal law favoring a union shop? I do not think they can do it and if you and I stand by our guns, we will keep them from doing it.

Well, I will tell you why. The National Association of Manufacturers and the big business interests who were behind the Taft-Hartley law and who dominate the policies of the Republican Party to this day knew that they could not

kill the union shop in broad daylight in the halls of the Congress of the United States. They knew that if they tried to destroy the union shop in the bright glare of national publicity then they would be exposed as enemies of the whole trade union movement. They thought they would have a better chance to accomplish their purpose in the capitals of the different states, and in state elections and referenda, where they might have less opposition and less publicity.

As soon as they got the provision into the Taft-Hartley law, these interests moved their anti-union operations out into the 48 states to try to pass the state laws that would destroy the union shop. They have been at it with deadly persistence ever since. The union shop is one of the oldest and most respected goals of the labor movement, going back to Gompers and beyond that. Some people will tell you that they are against the union shop but they are for unions. Well, that is like saying you are for motherhood and don't like children.

Why do the unions want the union shop? The answer is very simple. The union shop permits the union to settle down to its economic business of wages, working conditions and grievances—and to make its contribution to the sta-

bility and progress of the economy. The union shop is good for the employer as well as the workers—and enlightened employers know this.

To outlaw the union shop is to open up before the country a long vista of bitterness, labor unrest, and social conflict. It will undermine the responsibility and the standing of the great unions, on whom the stability of our productive industrial life depends. You do not have to take my word for this. The greatest experts on labor agree with my views. So do the religious and community leaders, who understand the importance of a strong union movement to a healthy society. The Methodist Church is **for** the union shop. The National Council of Churches is **for** the union shop. Rabbis are **for** the union shop. And in this state of Ohio, where a proposal to ban the union shop is on the ballot this year, all six bishops of the Catholic Church have joined together to urge the defeat of such a pernicious measure.

I hope that this proposal will be

defeated in Ohio—and in California, and in the four other states where it is coming before the voters this year. I know you will work against it here and in the states from which you come. I hope we can all join together this year—labor and farmers and white collar workers and other citizens—in a great movement to stop this slow and insidious attempt to shackle the rights of labor. It is time to turn back the tide of reaction.

By their fruits ye shall know them. By their fruits ye shall know the anti-labor forces and their friends in the Republican Party. This year there is no reason for anybody to be confused by phony arguments or swayed by false slogans.

A Republican Government means recession. It means unemployment. It means do nothing at home and abroad. It means high interest rates. It means high prices and a drive against the rights of Labor. The "right-to-work" laws are the result of this, and you labor boys know what it will bring if it is

passed. End this law, the one that is on the ballot and called the "right-to-work" law, which I call the right-to-wreck law. That's all it is—a right to wreck. It is in a dozen or more states, and it is either to be voted on or it has already been passed. And why you cannot trust your friends in the halls of Congress is more than I can understand. Now you have a chance to show your colors, November 4 in California, Washington State, Kansas and Ohio, and if you endorse this thing again you ought to get what is coming to you. Don't be fooled. Vote Democratic and vote for your friends. Then you will be voting for your real friends and will be helping yourselves as well as voting for the public welfare. And in 1960 we can cure the whole anti-labor attitude by electing a good Democrat for President of the United States, and that is what I want to see you do.

Now my friends, that is my non-partisan speech, and in 1960 I will come back and give you another one.

A
CONVENTION
ADDRESS

LOUIS SHERMAN:

'...Make Clear the Real Issues'

PRESIDENT Freeman, Secretary Keenan, Distinguished Officers, Delegates and Guests, to this 26th Convention of the International Brotherhood of Electrical Workers: I deeply appreciate those fine words of introduction and I want to say, Gordon, that it has been a wonderful thing to be associated with you and Joe Keenan in the great work of this Brotherhood.

Ladies and gentlemen, you have heard sincere and splendid tributes to Gordon and Joe from the highest figures in the labor movement and national public life. There is very little that I can add to the words of the great men who have appeared before you.

But I would like to say that in my experience with the Brotherhood there has never been a more united team bringing to its important task the highest qualities of ability, integrity and complete devotion to the International membership.

Ladies and gentlemen those who know the IBEW have learned that it follows a practical and common sense policy in dealing with the unfavorable labor laws which have been mentioned in the days of this Convention. The Brotherhood has been in the forefront of those seeking to develop public opinion favorable to labor and to elect favorable political candidates committed to changing

those laws in the interest of labor and the public.

You have heard eloquent and effective statements on these subjects from President Truman, President Meany and others. But, ladies and gentlemen, after this great Convention closes, after you return to your homes, you will continue to be faced with the daily problems of administering a union under the complex and intricate laws which have been imposed upon Labor.

That is the second aspect of Brotherhood policy.

The IBEW has also been in the forefront of those who believe it wise to disseminate accurate knowledge of applicable law and

to find answers to the questions of developing legal and honorable ways and means of living under these laws no matter how vicious they may be, no matter what the motives of their sponsors.

The day to day problems of a trade union officer or representative can not wait until that future time when final legislative relief is achieved. In the meantime it is necessary, in the interest of the union and its membership to work toward the best available solution of these difficult and vexing legal problems.

In accordance with that policy, the Brotherhood, under the leadership of the late International President Dan Tracy, promptly, after the enactment of the Taft-Hartley Act in 1947, issued a series of Labor Law Letters analyzing the law and making suggestions as to permissible conduct under such law. A general conference of International Officers and Representatives was convened at the Statler Hotel in Washington, D. C. before the effective date of the Act to discuss legal procedures available under the law.

In accordance with that policy, the Brotherhood recently, under the leadership of your International President Gordon M. Freeman, was the first International Union affected by the **Brown-Olds** Doctrine to issue advice to its local unions on referral systems under the decision of the National Labor Relations Board in the **Mountain Pacific** case and the June 26 letter of Jerome Fenton, General Counsel of the Board.

I ventured the opinion in my address to the 1948 Convention of the IBEW held in Atlantic City that it would pay union officers and representatives to know what the labor laws provide, and what is more important what they do **not** provide, just as it pays business men to know tax law and anti-trust law. After eleven years of work on the legal affairs of the Brotherhood as its General Counsel, I would like to repeat that suggestion.

The success or failure of a particular labor matter may depend

as much on the selection of the appropriate legal course of procedure as it does on the expenditure of time and effort on other aspects of the matter.

The IBEW has displayed open minded understanding, flexibility and a sense of proper restraint. It has kept up with the times.

A recent case in point is the matter of the **Brown-Olds** ques-

General Counsel
Louis Sherman
as he charted
course through
shoal waters of
legal seas for
delegates who
listened to
sage advice.



tion. This question is of direct importance to all unions, such as the inside and outside locals and others, which play a traditional part in the referral of applicants for employment, as in the electrical contracting line and utilities construction industries. It is also of more general importance as an illustration of the problems involved in coping with difficult provisions of law.

In February 1956 the National Labor Relations Board established the doctrine in the case of **Brown-Olds Plumbing and Heating Co.** and the U.A. that where an illegal hiring clause or arrangement is proved it would require the union involved to pay back all dues, fees and assessments the union had collected for the period of time dating back to six months prior to the filing of the unfair labor practice charge. This severe penalty was in addition to the ordinary requirement that the Union cease and desist from continuing the illegal practices and pay back wages to the complaining party.

The **Brown-Olds** doctrine lay dormant until the end of 1957 when the Board instructed its Regional Offices to accept no settlement in the case of an illegal

hiring arrangement without applying the **Brown-Olds** remedy.

The extremely serious nature of the remedy was a matter of particularly grave concern to all national and international unions affiliated with the Building and Construction Trades Department. The Department undertook a number of conferences with the NLRB General Counsel which I

attended in my capacity as Chairman of the Department's Legal Advisory Committee.

As a result of these discussions, three extensions of the date of application of the **Brown-Olds** remedy have been secured from the Board's General Counsel. The last of these extensions which is available to those who commenced to take steps to effect compliance prior to September 1 expires on November 1, 1958.

The condition of these extensions was that employers and unions in the industry would take appropriate steps to effect voluntary compliance.

International President Freeman has transmitted advice to the affected locals on the appropriate revision of union security clauses in the labor agreements and an Addendum to Agreement entitled "Referral Procedure." The addendum was transmitted on August 6—well in advance of the deadline.

I believe you may be interested in some of the considerations involved in the formulation of the "Referral Procedure."

First, the Act prohibits discrimination in regard to hire or tenure of employment to **encourage** or discourage membership in

a labor union. The Act does not prohibit exclusive union hiring hall or referral agreements provided that such agreements are not administered so as to discriminate between union members and non-union employees.

Second, the key decision of the Board in the **Mountain Pacific** case has been interpreted by NLRB General Counsel Fenton to the following effect, and I quote from his letter:

"if an employer uses a union as the exclusive source of employees, the parties must provide by agreement that all applicants be referred for employment without reference to their union membership or lack of union membership, that the employer reserves the right to reject applicants for employment, and that the provisions relating to the hiring arrangements be posted in a place where employees and applicants for employment may read the notice. Assuming these requirements are met, the exclusive job referral plan described above—i.e., a plan based upon 'proper standards or criteria of residence, experience, qualification or past employment by contracting employers' and 'operated on a non-discriminatory basis'—viewed alone and apart from other considerations, as, for example, practice or custom would not be unlawful in itself." (Fenton letter of June 26, 1958—Answer to Question No. 1) The "Addendum" of the IBEW is based upon this answer. And I recommend, that you read this quotation to any employer representative who questions the legality of our position.

Third, the "Addendum" is intended to mean exactly what it says and to be administered fairly and properly in accordance with its terms.

Fourth, the "Referral Procedure" was drafted after consultation with experienced union representatives and employers. It is not a doctrinaire or artificial solution imported from a different industry.

Fifth, it was contemplated that variation in local conditions might require variations in the procedure in particular localities. Such variations must be based on factual differences and are not to be construed as sanctioning illegal arrangements.

Sixth, the "Referral Procedure" leaves to local arrangement and common sense administration the problem of filling in details.

You should also know that the decision of the Board in the **Mountain Pacific** case is before the United States Court of Appeals for the Ninth Circuit. Further clarification of the law may be expected from this Court or even finally from the Supreme Court of the United States. And of course the Brown-Olds doctrine itself will be fought through the courts. The issuance of the referral Procedure does not affect our determination to pursue diligently and vigorously the object of upsetting the Brown-Olds doctrine in the courts.

There are many other areas of interest to the IBEW in which knowledge of the current legal developments may be helpful in the conduct of labor affairs.

The National Labor Relations Board has accepted our contention in the recent case of **Connecticut Light and Power Co.** that load dispatchers are not supervisors. Certification election proceedings are therefore available to retain or to secure bargaining rights for these employees in the electric light and power industry.

The Board has issued notice of proposed rules which would reduce the \$3,000,000 gross annual revenues test for the assertion of jurisdiction in the utilities industry to a figure of \$250,000. If this proposal is adopted, it will become possible to extend organizational efforts through NLRB certification election proceedings to smaller public utilities and to REA's.

The danger of State "right-to-work" laws is made manifest by the decision of the Supreme Court of South Dakota in the **Baumgartner** case. The South Dakota Court affirmed a judgment against

the IBEW and Local 426 of \$23,000 damages for peaceful picketing allegedly in violation of the State "right-to-work" law. The actual damages were approximately \$3,000 but this State Court considered that the application of a seven-fold penalty of \$20,000 exemplary damages was proper under the "right-to-work" law.

The **Baumgartner** case is an excellent illustration of why labor says "right-to-work" laws are anti-union "right-to-wreck" laws. The effect of any law is truly and honestly measured by what courts really do under it—not by fancy and attractive slogans. What did the South Dakota Supreme Court do under that State's "right-to-work" law? The court levied a penalty seven times the actual damages caused by peaceful picketing. Are we exaggerating or misrepresenting when we say that such extreme punitive damage awards would wreck union treasuries and the unions which need the funds in these treasuries to carry on their union work?

Needless to say, this case will be appealed to the U. S. Supreme Court.

The danger of heavy damage awards in State Court proceedings involving violence and mass picketing is evidenced by the recent decision of the U. S. Supreme Court in the case of **Russell versus United Automobile Workers**. The dissenting opinion in that case pointed out that the potential liability against the UAW in this and companion cases amounted to one and one-half million dollars.

Local unions which utilize NLRB election procedures should be aware of the recent decisions issued by the Board September 20 and September 24 completely changing the existing contract-bar rules. Among the most important aspects of these decisions is the rule that a long term contract for more than two years will bar a petition for certification or decertification for only the first two years and the rule that a union security agreement and check-off clause must strictly conform to the requirements of the Act if the agreement is to be a bar even

during the first two years. These decisions will be of particular interest to the locals in the manufacturing industry. The names of the cases establishing the new rules are: **Pacific Coast Association of Pulp & Paper Manufacturers**, 121 NLRB No. 34; **De Luxe Metal Furniture Company**, 121 NLRB No. 135; **Keystone Coat etc. Company**, 121 NLRB No. 125; and **Hershey Chocolate Corporation**, 121 NLRB No. 124.

In the telephone industry, the International filed a brief *amicus curiae* on behalf of the Local involved in the case of **Bell Telephone Co. of Pa.**, 118 NLRB No. 371. The Board accepted the International's contention that the employer's petition in that case, which was intended to remove large numbers of employees from the unit as "supervisors," should be dismissed on procedural grounds.

And now, since laws have such a profound effect on the operations of trade unions let us take a look at the current legislative scene.

The Congressional elections which will be held on November 4—32 days from today—set the stage for a national debate on many important issues of domestic and foreign policy.

A paramount issue of domestic policy which will continue to be the subject of extensive public discussion is the labor question.

You are representatives of one of the greatest trade unions in America. The International Brotherhood of Electrical Workers has a long and honorable history dating from 1891; it has a membership of three-quarters of a million persons in the electrical industry and it is located in almost every city, township and other community in the United States and Canada.

As such representatives, you will be called upon to present the trade union side of the labor question to the membership and to the public. The effectiveness of your presentation will depend upon whether you can back up your position with specific facts and reasons which have logical and persuasive force.

As we study this problem, let us not seek to avoid or to ignore but, rather, let us come to direct grips with the unpleasant fact that the long continued hearings of the McClellan Committee have created an impression in the public mind which is adverse to labor.

Are we not entitled, however, to bring to public attention the indisputable record of the concrete steps promptly taken by the labor movement to provide for self correction?

And should we not emphasize the common sense fact that no group is free from the presence of individual wrongdoers. It is not the American way of life to believe in mass guilt and mass punishment. All should not be condemned for the transgressions of the few.

The disclosures of the McClellan Committee came to legislative issue this summer. This Bill was passed on June 17, 1958 in the Senate by the almost unanimous vote of 88-1. On August 18, however, the House of Representatives refused to consider the Bill under the suspension of rules procedure by a vote of 198 to 190.

Bottom of Controversy

At the bottom of the controversy over the Kennedy-Ives Bill, I believe you will find two fundamentally opposed ideas as to the proper status of trade unions in America.

The majority view is that "Unions are here to stay." They are an indispensable part of our free enterprise economic system and are essential to the preservation of our political freedoms. There can be no effective, collective bargaining without strong trade unions. And, collective bargaining is necessary in this day and age of the giant corporation, not only to improve the living standards of the wage earners of America, but also to maintain the national purchasing power upon which our mass production economic system depends.

I say this is the majority view in the United States because even

the draftsmen of the Taft-Hartley Act found it necessary to make a Congressional declaration of national policy, and I quote from Section 1 of the Taft-Hartley Act:

"The inequality of bargaining power between employees who do not possess full freedom of association or actual liberty of contract, and employers who are organized in the corporate or other forms of ownership association substantially burdens and affects the flow of commerce, and tends to aggravate recurrent business depressions . . .

"Experience has proved that protection by law of the right of employees to organize and bargain collectively safeguards commerce from injury . . ."

The minority do not dissent openly and directly from the national policy that "unions are here to stay." They appear to recognize that it is not politically feasible, as yet, to do so. But they advocate legislative measures which would have the effect of destroying or weakening the trade unions and their power to engage in collective bargaining. Are we not entitled to judge their true position on the basis of the specific contents of their proposals rather than by the attractive slogans such as "union democracy" or "right-to-work" which they announce as their objects?

Specific Illustration

A specific illustration of the two different attitudes toward trade unions is to be found in legislative proposals relating to picketing.

The Kennedy-Ives Bill addressed itself to the problem of the abuse of the right to engage in organizational picketing by making such picketing unlawful **only** when engaged in for the non-labor purpose of "personal profit or enrichment of any individual."

Opponents of the Bill favored the complete elimination of organizational picketing. They sought to capitalize on the disclosures and make a complete run

(Continued on page 95)

GORDON M. FREEMAN

To the Officers and Delegates to the Twenty-sixth Convention of the International Brotherhood of Electrical Workers:

IN this report to the delegates to our Twenty-sixth Convention, assembled here in Cleveland, may I take this opportunity to extend greetings and cordial good wishes to you, and through you to the members of the local unions which you represent.

As you all well know, former International President J. Scott Milne passed away July 20, 1955. Our entire Brotherhood was grieved in this loss. He had served our Brotherhood faithfully and well in many offices for 37 years.

On July 25, 1955, our International Executive Council met in Washington, D. C. in special session, and according to the provisions in our Constitution, appointed a successor to International President Milne. I was appointed to fill the office.

Other changes have occurred in our official family since our Chicago Convention. We report them here.

To fill the position left vacant by my appointment to the office of President of our Brotherhood, I appointed International Representative H. B. Blankenship Vice President of the Fourth District.

On November 15, 1955, International Executive Council Member Keith Cockburn of Canada died, and I appointed Brother George Patterson of Local Union 409 to take his place.

International Treasurer William A. Hogan passed away November 15, 1955 after having served in that office for 47 years.

On December 1, 1955, Fred B. Irwin, Assistant to the President, was appointed to fill the Treasurer's post temporarily. Then on

February 14, 1957, I appointed Jeremiah P. Sullivan of L.U. 3, New York, International Treasurer.

Charles M. Paulsen, Chairman of our International Executive Council, died July 16, 1957. He had spent more than 60 years in the service of our Brotherhood. Brother E. J. Fransway of L.U. 494, Milwaukee, Wisconsin, was appointed to complete Brother Paulsen's term of office.

May 17, 1958, Vice President Michael J. Boyle of the Sixth District passed away. He had also been a 60-year member of our Brotherhood. Subsequently I appointed International Representative Gerald A. Baldus to fill the vacancy as Vice President of that District.

All of these appointments were approved by our International Executive Council according to the provisions of our Constitution.



General Review

Now in bringing you a report of the activities, progress and problems which have been a part of our Brotherhood operations in the four-year period since our last Convention, I find that the material contained herein is quite extensive. However, I feel that this report should be as complete as possible because it is necessary for you, our members, to have the picture as it affects each branch of our Brotherhood.

I should like you to keep in mind that while this report is made in the name of the International President, that the information it imparts reflects the effort and hard work of many people—our Vice Presidents, our International Representatives, our office staff, and of course, our local union officers and members. If progress has been made, no small portion is due to all of them.

We have made progress in the past four years. Our Brotherhood has shown a healthy growth of more than 100,000 members. We

have chartered new local unions. A few months ago we chartered L.U. 2000, a number which for many years was used as a mythical figure to designate any fictitious union.

Our local unions have, through their collective bargaining processes, made substantial gains both in wages and fringe benefits.

The series of charts which appear in this Officers' Report and fall in the section between the Report of the International President and that of the International Secretary, will indicate something of the progress which has been made.

Difficulties Encountered

This progress has been made in spite of the recession which has plagued both the American and Canadian economy in the past year and also despite the "Right-to-Work" laws of 18 states and the anti-labor climate in which organized labor has been forced to exist in recent months.

Some of our Vice Presidents have had a pretty difficult time in organizing and protecting their jurisdiction because of the "Right-to-Work" laws. The Fifth District, the Eleventh District and the Twelfth District each have four "Right-to-Work" states among those which comprise their respective Districts. In spite of this, our Southern Districts have made inroads in organizing the difficult manufacturing field and expanding coverage in the utility field; and the Eleventh District in which four of the total five states have the "Right-to-Work" laws, has had approximately a 7 percent membership gain.

The Seventh District has two "Right-to-Work" states and the Fourth, Sixth, Eighth and Ninth Districts each have one.

We want to report some innovations and improvements in International Office procedures since 1954. Some of these were inaugurated by former International President Milne and have been continued.

A number of additions have been made to our International staff in order to organize and service locals to the best of our ability.

Our Research Department has been expanded and its activities enlarged to cover education and safety. More surveys are regularly being made of conditions in various branches of the industry, in an attempt to give as much assistance as possible to our local unions in their collective bargaining processes. (Secretary Keenan will give a more detailed account in his report.)

We have attempted to streamline some of our office operations in order to speed up service to our locals. Our bylaws, for example, under a new set-up are being approved more rapidly than in the past. Approval of charters, jurisdiction, etc. is now concentrated in the Bylaw Department under direction of International Representative Wallis C. Wright, all of which, we believe, has added to efficiency of operation.

Several Departments have been

set up within the International Office, which have for their purpose aiding our Vice Presidents in their work of organizing and assisting workers in the fields specified. These are Manufacturing, Telephone and Utility.

Following our last Convention, a training program for our International Representatives was held.

We have endeavored to do all in our power to assist and encourage our local unions to train their members both in the field of technology, in order to fit them for the ever-changing electronic developments in the electrical industry, as

well as in basic trade union education which we feel is so important to the survival and growth of organized labor today. We have met with some success but there is much to be done, both on the part of our locals and on the part of the International Office. We in the International Office intend to expend every effort to emphasize the importance of education, and both implement the expansion of existing programs and aid in the setting up of new ones.

We now bring you in some detail, a report on the main branches of our industry.



Construction Branch

Conditions in the inside branch of our trade have on the whole continued good in the past four-year period. In the latter part of 1957 and in this first half of 1958, many of our construction workers have been hit and hit hard by the recession. However, we in the IBEW have not been hurt nearly so badly as some of our fellow union members in other divisions of the building and construction trades.

The wage gains made by both our journeyman wiremen and our apprentice members have been very good. The spring report on wages issued by the United States Bureau of Labor Statistics, reported the Electrical Workers leading the construction trades in wage gains for that period. Outstanding progress has been made, too, in the inside field with regard to such fringe benefits as group insurance, vacations with pay, sick benefits, hospitalization etc. Only a few years ago such benefits were unknown in construction agreements.

Agreements

Now with regard to agreements, because of the Taft-Hartley law and the "Right-to-Work" laws, a great many legal changes have had to be made in our construction labor agreements, and the work of processing our agreements and get-

ting them approved has become increasingly more involved. More consultation among the Vice Presidents, staff members, local union officers and our General Counsel, both by personal contact, correspondence and phone, has been necessary because of the legal problems involved. We feel it is not sufficient just to point out where something is wrong in an agreement. We must give closer attention to them in order to advise our local unions as to where they may run into legal snags in the future.

Three general letters have been sent out on these legal matters in the past few months. This means that our many construction locals have had to renegotiate their agreements several times.

In this regard it may interest our delegates and members to know that we are receiving at the I. O. for approval as many as 165 agreements a week. Part of this increase is, of course, due to our membership increase, and part of it is due to the fact that our local unions are doing a better job of negotiating agreements with more companies.

Since reference has been made to the volume of agreements, I should like to state that those for all segments of our industry are

being handled and processed by International Representatives T. E. Bobbitt and W. W. Robbins.

In connection with the Brown-Olds and the Mountain Pacific cases, considerable time was devoted by our General Counsel, members of our staff and myself, to trying to develop a workable referral system. Incidentally, the IBEW was the first international union to send a referral system to its local unions. (More information on this matter is given under that section of this report entitled "General Counsel.")

One more note on our agreements. In some instances it has, as our locals know, been necessary for the International Office to withhold approval on some agreements because of the failure of some of our employers to pay the one percent for the Pension Plan.

While we regret that such action has been necessary in a limited number of cases, the bright side of this picture is the improvement in the delinquency reports.

Report on One Percent Collection

In 1954 at the time of our last Convention, according to the figures of the National Electrical Benefit Board, only 73 percent of our employers were current in their one percent reports and payments. By 1956 this figure had risen to 83 percent. By June 1957, the figure had risen to 92 percent with only one-half of one percent delinquent over six months. In June 1958, the compliance figure stood at 91 percent.

We feel that the fact that the compliance figure has dropped so slightly in spite of current economic conditions, is significant in itself.

Davis-Bacon

While we are covering matters of importance to our members in the construction field, we want to mention that it has grown increasingly difficult to have the local union wage rate automatically taken for its entire jurisdiction by the Davis-Bacon Division of the Labor Department, due to pressures being brought to bear against that division. This applies particularly to certain areas.

It has become necessary in some instances to support payment of the union rate, county by county and, where there has been no work in some remote county, to try to support the payment of the union rate in that county by getting proof of payment in adjacent counties.

Actually, there have been some contractors who have submitted evidence of payment of a lower rate in certain areas. It is imperative that our business managers see that certifications are submitted to cover payment of their rate on

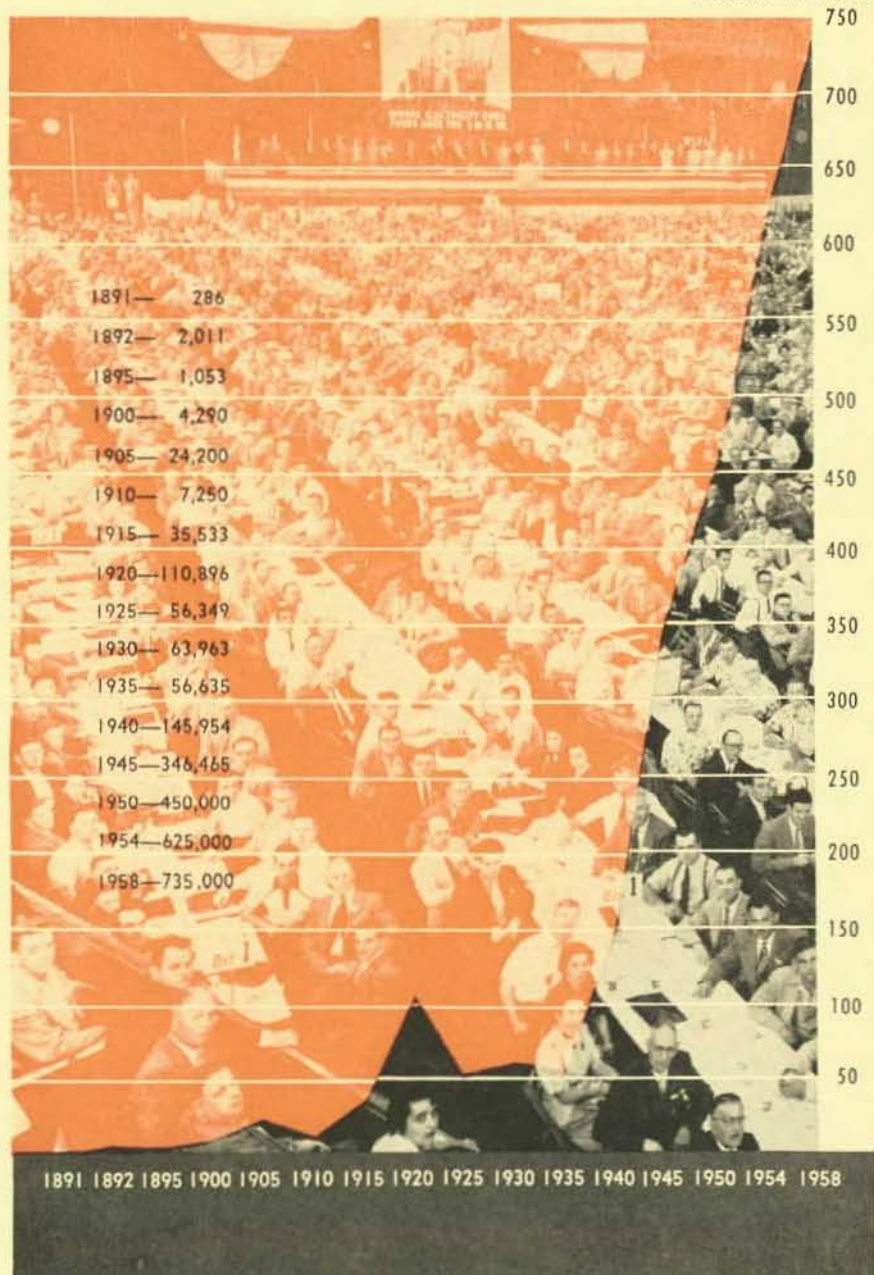
work in all portions of their jurisdiction. On this subject too, we should like to mention that a revision has been made in our certification of wage rate forms, to expedite Davis-Bacon approval for applications on Federal projects.

Jurisdictional Disputes

We should like to make mention at this point, of the question of jurisdictional disputes, a problem which has plagued our union for years and will continue to plague it as long as electricity in its tre-

GROWTH OF OUR MEMBERSHIP

THOUSANDS OF MEMBERS



mendous growth, continues to expand into every field which touches our civilization.

Subjects of jurisdiction and construction matters in general, are handled in the International Office by International Representative Frank Graham.

Since our last convention, the IBEW has reestablished relations with the National Joint Board for Settlement of Jurisdictional Disputes in the Building and Construction Industry. (January 1, 1956.) We believe that the record of the past 10 years established by the board demonstrates that the national settlement of jurisdictional issues by agreement between

the organizations involved, is the best method to resolve jurisdictional questions.

We also believe that when International Unions have signed a national agreement they have more of an interest in making it work, in correcting local misapplications of the agreement, and in keeping it up to date. The IBEW has two such agreements—one signed with the Iron Workers under date of May 5, 1955 and amended December 17, 1957; the other with the Carpenters effective February 1, 1956 and amended February 1, 1958, for the "Erection of Luminous and Acoustical Suspended Ceilings."

The more jurisdictional disputes that are settled by national agreement of the unions involved, the more peace will be promulgated for all branches of the construction industry. In 1956, seven national agreements were signed. In 1957, an unprecedented number of eight were signed and attested. At least seven more agreements are to be concluded during the next few months. The chairman of the National Joint Board, recently wrote to the union Presidents cooperating with the Board, expressing satisfaction in the growing acceptance of problems by national agreement and stating that "no other period in the history of the construction industry can begin to match this record."

The IBEW means to protect its jurisdiction against the encroachment of any other craft. Wherever possible we hope to be able to do so peaceably.

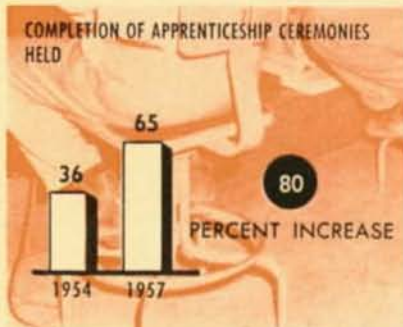
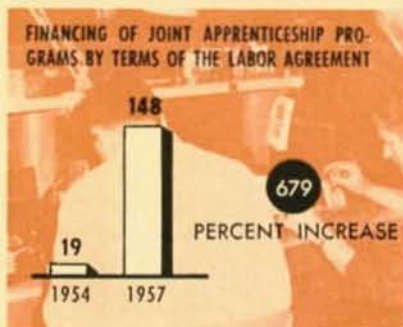
With regard to peaceful relations, certainly no report to an International Convention would be complete without a reference to the continuing good relations which exist between the IBEW and our employer group in the construction field, the National Electrical Contractors Association. We shall touch briefly here on developments in two of our major areas of cooperation.

Apprenticeship

Our Apprenticeship and Training program, because of its unique structure and its accomplishments under our joint IBEW-NECA committees, has acquired definite prestige in industry circles, as well as in Governmental and educational agencies. Its structure is being imitated by other building trades groups.

In October 1952, a full-time Director of Apprenticeship and Training, "Bill" Damon was appointed. In 1957 an assistant business manager of L. U. 68, Denver, Colorado, Albert Wright was appointed to help with the increasing volume of apprenticeship training and service activities. In a five-year period from 1952 to 1957, the number of apprentices in training in the construction

OUR APPRENTICESHIP RECORD



The statistics here given, apply to the apprentices in the construction branch of our industry. Of course, IBEW members are being trained in the other branches of our industry also—Utility, Manufacturing, Radio and TV, Railroad, Telephone, etc.

field has increased by 46 percent. In the section of the Officers' Reports devoted to charts, one on apprenticeship appears and will point up the progress being made in this field.

Since our last Convention report the National Joint Apprenticeship Committee, working with members of the NECA and IBEW, has developed a full apprenticeship training program for Outside Electrical Apprentices. A three-year study course with detailed study units and related instruction material was made available in January of 1957.

Council on Industrial Relations

Our Council on Industrial Relations has met quarterly as is its custom during the four years since our last Convention. From January 1954 through August 1958, inclusive, the Council on Industrial Relations has heard and settled 330 industrial disputes. This is a significant figure. It is espe-

cially significant when we recall that in the first 25 years that our Council was in existence, from 1921 to 1946, only 45 cases were settled altogether.

To date this year, with one more meeting to go, our Council has handled 86 cases.

We are proud of our Council, so often called the "Supreme Court of the Electrical Industry." We are grateful for its decisions which have averted strikes and let us come to be known as "A Strikeless Industry."

However, we want to inject a note of warning into this our 26th Convention report. The purpose of our Council is to serve as a "court of last resort." It should not be employed until all other means of reaching an agreement have failed. It was never meant to take over any part of the free collective bargaining processes we have built up through the years. We ask our members to bear this in mind and cooperate accordingly.



Manufacturing

Since our last IBEW Convention Report in 1954, a Department of Manufacturing has been created in the International Office. Now under the direction of International Representative Paul Menger, with several Representatives assigned to assist him, this department gives special service to our International Vice Presidents in organizing manufacturing workers throughout the United States and Canada.

Following is a general statement of the condition of our manufacturing operations today and the situation as it has developed since our 25th Convention in Chicago.

With regard to organizing, we would like our members to know that our organizing attempts in the past several years have been on the whole, more successful than attempts made by other international unions in our field.

This has been especially true in the period of the last 12 months or so, which fact is especially significant in view of the adverse publicity created for all of organized labor as a result of the Senate Committee investigations in the labor-management field.

We now bring you a survey of our operations in various manufacturing fields.

Westinghouse Electric

The IBEW has been successful in organizing all new Westinghouse locations installed by that company during the past two years. The IUE has been a contender in each of these campaigns even though they have not been successful in one. In this regard we would like to point out that in *every* campaign which we have inaugurated in order to organize unorganized employees, some other

major international union has come in and gone on the ballot. It seems it is a matter of policy with them. On the other hand, in over 90 percent of the campaigns won by our opponents, neither the IBEW or any other major international union was on the ballot. We emphasize this point because it indicates very clearly how dual unionism has worked a hardship on our Representatives, a hardship which the IBEW has not sought to inflict on other unions attempting to organize the unorganized.

In spite of the above condition, we just recently successfully concluded a campaign at Dover, New Jersey. This plant will produce escalators and it is anticipated that it will also build elevator cabs, both of which items previously were subcontracted by the Westinghouse Corporation. It is estimated that approximately 2,500 people will be employed at this site at full operation.

At the Bloomington, Indiana plant, a campaign was also brought to a successful conclusion. This plant will produce switch gear and is expected to employ approximately 1,000 workers.

Our latest Westinghouse victory was at the Athens, Georgia plant, recently completed to produce pole type transformers for the southeastern market and at full complement it is estimated will employ 1,500 people.

Before concluding our remarks on Westinghouse, we wish to make mention of our Westinghouse Employees Council. The IBEW represents the employees of Westinghouse companies in more than 50 cities in the United States and Canada. It is the workers in these plants who have formed the IBEW Westinghouse Employees Council, for the purpose of exchanging ideas, working together and strengthening their collective bargaining operations with their employer.

Shortly before this report went to press, the Third Annual Conference of the Council was successfully concluded in Washington, D. C. The theme for this

year's meeting was "Employment Security."

Western Electric

Since our last convention report, the Western Electric Company has built, or is building, four major plants. Elections have been concluded at three of these sites at the present writing and it appears that an election should be forthcoming at the fourth (Kansas City) about the last of November, this year. The IBEW will be on the ballot.

At Columbus, Ohio, the election was won by the IBEW. We might add that this election was won in spite of the unorthodox tactics introduced against us in the campaign by our opposition, the CWA.

The Columbus, Ohio location has been certified, a contract negotiated and ratified by the membership and local union by-laws are in effect. We were successful in negotiating a contract at Columbus which compared favorably with the two highest wage agreements in the Western Electric Chain—Hawthorne and Kearny (also organized by IBEW) and which resulted in increases from 5 cents to 38 cents per hour.

This plant is a \$102,000,000 investment on the part of Western Electric and at full complement should employ approximately 8,000 employees.

The Oklahoma City campaign has also been brought to a successful conclusion and while at this writing a protest has been filed by CWA with the National Labor Relations Board, it is the opinion of our Legal Department that the protest is without merit and that it is only a matter of time before this location is certified to the IBEW. At present, activity in Oklahoma City is confined to a pilot operation but after the main plant is completed by the company and put into operation, it is expected to employ 4,000 workers.

Regarding the Teletype plant, a wholly-owned subsidiary of Western Electric in Little Rock, Arkansas, the run-off election recently held there was not a successful one

for the IBEW. We have protested the election to the NLRB but no decision has as yet been rendered.

We presently have 12 Western Electric locations under the IBEW banner, and the vast majority of all Western Electric employees are now members of the IBEW. With the plants we now have, the number of workers we represent in Western Electric should approximate 67,000 in the very near future. Our Manufacturing Department has assisted those Western Electric plants wherein we now hold bargaining rights, to establish the first Western Electric Council. All local unions on Western Electric property under the IBEW banner are participating in this Council. It is the feeling of all Council members that ultimately, through the exchange of information in the outlining of major goals, that this Council will be indispensable in dealing with the employer.

Sylvania Electric

Naturally the IBEW is interested in bringing as many manufacturing workers into the IBEW as possible. In this regard a survey was made recently by our Manufacturing Department concerning Sylvania Electric. We found that while there are a few locations organized under the I.A.M., a few under the IUE and a number of locations organized under the IBEW banner, no international union has a majority of Sylvania locations under agreement at the present time. Approximately 58 percent of the Sylvania plants are not organized at all and it is our intent to try to bring the security and protection of unionism to these people in the future.

General Electric

The General Electric field is one in which we have met with only small success in organizing this company's properties. We have had success recently at 7 or 8 locations but these have been small—apparatus shops, repair shops, service shops, etc. We have not undertaken the organizing of any major manufacturing locations within the GE chain in recent years.

A campaign was conducted in St. Petersburg, Florida, where it appears that the IBEW made some gains over the past year. However, the company continues to hold great influence over its employees there and results of the last election still showed a majority voting for "no union."

The IBEW is currently engaged in a campaign at the General Electric Missile and Ordnance Systems Department in Philadelphia, but as this report went to press, this operation was still in doubt.

A successful campaign was conducted at General Electric's Lexington, Kentucky plant, which is a lamp plant. However, this is not a large operation.

Any campaigns undertaken on General Electric property are of necessity long and drawn out. Organizing on a spot basis is almost impossible. Organizing General Electric locations after the same manner in which we are currently carrying on organizational activities on Western Electric properties might prove more successful. The General Electric Company's completely anti-union attitude, of course, will present a more difficult obstacle to organization than we have encountered on other properties.

It has not been the policy of the IBEW, however, to assume a defeatist attitude with regard to organizing any property, regardless of the difficulties. Therefore, with the recent increase in per capita to help finance our organizing campaigns and the help and encouragement which continues to be offered by our local unions, we hope in the future to make inroads in the General Electric system and bring the benefits of unionism to the thousands of its employees who so sorely need them.

Battery Industry

In the Electric Storage and Dry Battery Industry the amalgamations, acquisitions and mergers within this industry in the past few years have been greater than at any time during the past history of the battery industry as such. Necessarily, the battery industry must be divided into two categories

—dry battery which is broken down into three major companies — Ray-O-Vac, Burgess and Ever-Ready, and the wet type of battery which includes automobile and industrial batteries principally.

The wet battery industry has three major companies — Deleo which is a subsidiary of General Motors and makes all automobile and industrial batteries for General Motors automobiles; Gould National and the Electric Storage Battery Company, which are primarily companies engaged in the replacement battery business. They furnish batteries under brand names such as Exide, and Wizard (sold through Western Auto, Sears, Pure Oil, Standard Oil, etc.).

It is encouraging to note that in view of recent business conditions, the wet battery industry is in as good a position financially, or better, than it has been at any time in the recent past. This is partly due to the slump in the auto industry. It appears that the drop in the sales of new automobiles has resulted in the replacement of original batteries, and this in turn has resulted in additional business in the replacement field of which Gould and Electric Storage Batteries are the major suppliers in the United States. At the present time we represent 10 of the Gould National Battery locations and six Electric Storage Battery locations. We are presently organizing the Chicago Heights Gould location and are anticipating a campaign at the Trenton, New Jersey site.

In the dry battery field we have successfully encouraged four former Federal Labor Unions, located in Lancaster, Ohio, Cleveland, Ohio, Greencastle, Indiana and Williamsport, Pennsylvania to come into the IBEW.

We have done some work on Marathon Battery which became a subsidiary of Ray-O-Vac, which became a subsidiary of the P. R. Mallory Company all within the past few months and feel at the present time, at least the ground work has been laid. It will, however, be a matter of some time before these groups affiliate with the IBEW.

We are currently anticipating a

campaign at the Burgess Battery Plant at Freeport, Illinois which presently employs around 1,000 workers. It is the largest unorganized dry battery plant in the United States. There is probably no other group of employees in the electrical industry today that needs organizing and coordinating in their efforts to deal with their employer more than do those working in the dry battery industry. Years ago it was felt that the dry battery industry was a dying one. However, today with more portable radios, hearing aids, portable rec-

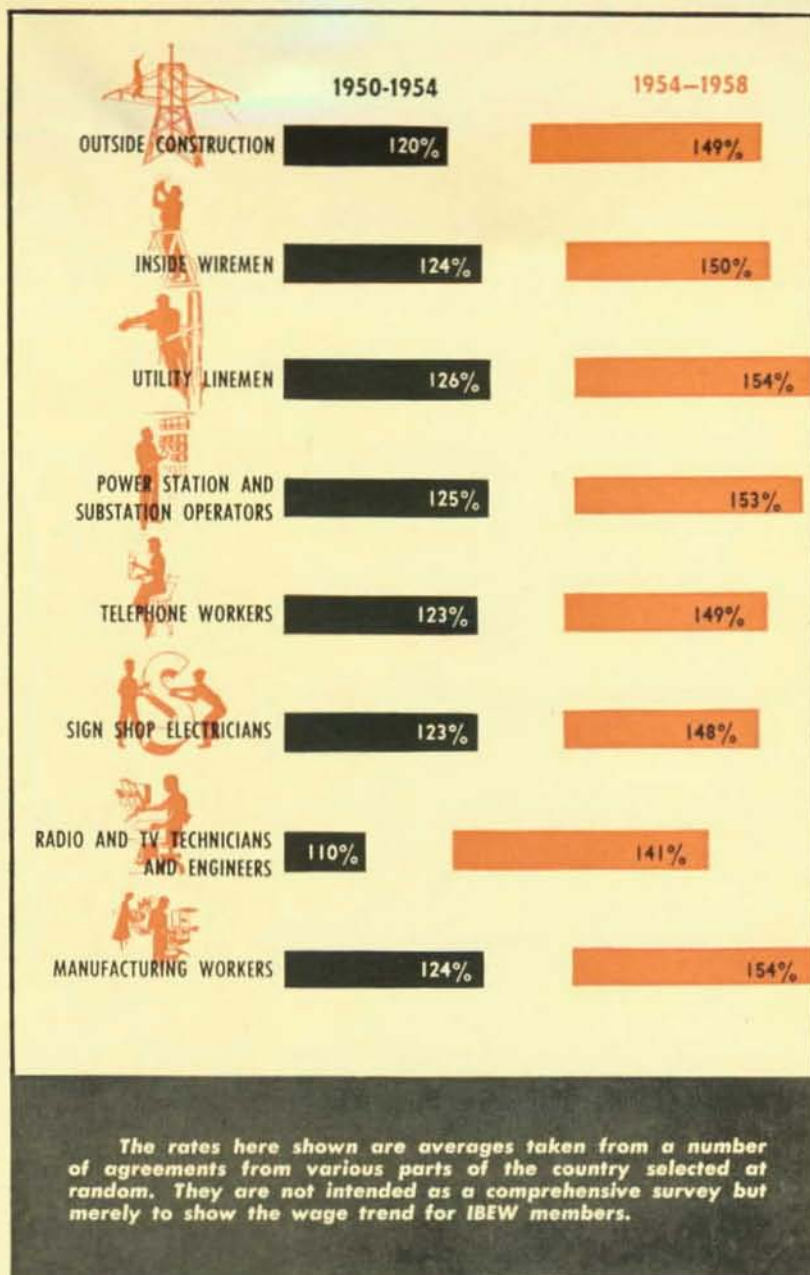
ord players and portable TV sets and the many other portable battery-operating appliances on the market, it looks as if the dry battery industry can look forward to a larger share of production and profits than it has at any time since its inception.

Hoover Company

During the past few years the IBEW had represented only one small plant of the Hoover Company in the United States. We have represented this plant which is the producer of the Hoover

A LOOK AT OUR WAGE GAINS

1950—100 Percent



steam iron, coffeemaker and several other small appliances since 1949. During the past year we have been successful in bringing the other two Hoover plants in the United States into the IBEW. One of these is located in Baltimore, Maryland and the other in Canton, Ohio. The plant at Baltimore, Maryland is a small one. At the present time it has completed a new building and is engaged in aircraft electronics work. The plant at Canton, Ohio is the only producer in the United States of the Hoover floor polisher and vacuum cleaner. This company is 100 percent organized by the IBEW in the United States.

ITE Circuit Breaker

Bulldog Electric Company was acquired during the past 18 months by the ITE Circuit Breaker Company of Philadelphia. Prior to that time the IBEW had 100 percent organization of Bulldog Electric at all of its United States locations which consisted of plants at Detroit, Michigan; Bellefontaine, Ohio and Urbana, Ohio.

The one location owned by the company at Toronto, Ontario, Canada has been unorganized for some time and the IBEW is presently engaged in organizing activities on that property.

Prior to ITE Circuit Breaker's acquisition of the Bulldog properties, we had started organizational activities at its Philadelphia plant where approximately 4,000 people are employed and are represented by an independent union. The ITE Circuit Breaker Corporation, now the parent company, also has a plant at Greensburg, Pennsylvania presently represented by the UE. Other locations and plants recently acquired by ITE, include the Chase-Shawmut Company of Newburyport, Massachusetts; Eastern Power Devices, Ltd. of Toronto, Canada; Kelman Electric and Manufacturing Company of Los Angeles, California and Walker Electrical Company, Inc. of Atlanta, Georgia. The IBEW represents Kelman Electric and Walker Electric.

On July 11th the workers at Eastern Power Devices, Ltd. in Toronto, voted to disaffiliate with

the present independent union and to affiliate with the IBEW. The Bulldog Electric plant also at Toronto has gone on record that as soon as the affiliation of Eastern Power Devices, Ltd. becomes an accomplished fact, its employees will come into the IBEW.

We presently also represent the Victor Electric Company at Victor, New York which has been acquired by ITE, thus leaving only two locations of the parent ITE plant not in the fold of the IBEW. We are at present carrying on an extensive organizing campaign at the main Philadelphia plant and we believe that when the Philadelphia plant comes into the IBEW, the Greensburg, Pennsylvania location will follow.

The most recent acquisition of ITE has been a plant in Canada, the Canadian Porcelain Company, Ltd. located in Hamilton, Ontario. The IBEW will continue its organizing efforts in the corporation's locations in the United States and Canada until we have them 100 percent organized in the IBEW. ITE under its subsidiary Bulldog Electric is presently constructing a plant at Marysville, Ohio. An organizing campaign will begin as soon as employment starts.

Square D Company

The only new location Square D has erected in the past several years has been at Lexington, Kentucky. This plant was successfully organized under the IBEW soon after it began operations. Contracts recently negotiated at Square D are the best in this type of operation in this country. Wages, working conditions, and morale therefore are high.

Independent Companies

We have been successful in our organizing efforts on many independent companies such as Malleable Iron, Wagner Electric and other independent locations. In addition, we have been successful in our endeavors to bring into the IBEW, former Federal Labor Unions in various independent companies such as McCray Refrigerator Company (frozen food equipment for super markets), Arvin

Industries, etc. In each of these instances we have successfully increased the wages and bettered the working conditions of the workers in these plants. We have not in the past overlooked independent locations because of their size, but are continuing our organizing activities at these locations as well as the larger chains.

RCA

As most of our readers know, we have RCA appliance and record plants organized in many locations throughout the United States. Each year their negotiations are carried on, on a national basis. Steady gains have been made. The last negotiations session in the spring, resulted in a substantial wage rise, plus an excellent hospitalization plan.

International Representative Lawson Wimberly heads RCA national negotiations both in manufacturing, and radio and TV service and repair. Matters pertaining to the electric sign industry are also handled by him.

Needless to say, space will not permit us to mention all of the manufacturing companies whose employees are organized under the IBEW banner. However, we feel we can say with safety that they too have made gains and we are organizing and servicing them to the best of our ability.

General Observations

While we feel that in the four years since our last Convention, definite progress has been made in organizing the electrical manufacturing field, we think that more important, benefits have been brought to the workers thus united under the IBEW banner. The improvements made in wage structure and the gains made in working conditions and fringe benefits have been marked.

There is also a dark side, however, to the IBEW manufacturing picture. The manufacturing branch of our Brotherhood has probably been the hardest hit of any branch of our industry due to the current recession. However, it is encouraging to note that while lay-offs have cut our membership

in many sections, this situation has also encouraged our members to be more conscious of employment security measures which should be included in their collective bargaining agreements.

Automation has taken its toll in some locations. This has made the IBEW work toward having employment security, severance pay, retraining and other cushioning clauses inserted into all its collective bargaining agreements.

And with reference to automation, while it has resulted in some instances in job losses, the same machines which caused the lay-offs have created numerous job opportunities in other locations. For example, an office machine referred to as "The Brain," replaced a

number of clerical workers in a large utility company. (The IBEW saw that these workers were retained in other jobs). However, the manufacture and maintenance of this "Brain" created employment for hundreds of other IBEW members.

With the electronic brains, transistors, guidance systems for missiles, the increasing use of electronic apparatus in aircraft and atomic installations, it appears that a never-ending succession of better and better jobs in electrical manufacturing are being opened up to members of our Brotherhood.

We say without reservation that the future of the manufacturing branch of the IBEW is a bright one.

unions obtaining about a 5½ percent increase in wages and fringe benefits.

There are, of course, some exceptions to this pattern, but looking at the overall picture this has been the average.

We should like to stress here that the very composition of the utility industry makes it necessary to carry on organizing activities and negotiations on an individual basis—company and union.

Now with regard to organization, approximately 75 percent of all workers in the utility field are organized under the IBEW. However, there are roughly 100,000 workers engaged in utility operations still unorganized. With this in mind, we have every intention of enlarging our Department of Utility Operations and desire to add Representatives to our staff well versed in the problems that are confronting our local unions in the utility field.

Organizing Campaigns

We are now beginning a major utility organizing campaign in the State of Idaho and surveys are being made in the States of Louisiana, Massachusetts and Pennsylvania, with an eye to organizing the unorganized properties in those states in the near future.

Before closing this section on the utility field of our Brotherhood, I should like to cover briefly the outlook for the utility industry as it is projected by experts in this field.

Outlook for Utility Industry

The year 1979 will mark the 100th anniversary of the invention of the electric light bulb—or the birth of practical electricity.

By the year 1979, just 20 short years from now, it is predicted that total generating capacity in the United States alone will be 665 million kilowatts, nearly five times our total capacity at the end of 1957.

Electric company investment in electric plant and equipment is estimated to reach \$221 billion, nearly six times the \$36.5 billion of 1957. And electric company revenues are expected to hit \$50



The Utility Field

Since our last Convention was held in Chicago in 1954, a Department of Utility Operations has been set up within the structure of the International Office. This department which is now functioning under the direction of International Representative Henry M. Conover, has for its sole purpose the assisting and servicing of utility local unions, in both the electric and gas fields, through the offices of our Vice Presidents, on matters of organization, negotiation, legislation, apprenticeship, safety, etc. In this regard the Utility Department works very closely with the Brotherhood's Department of Research and Education.

Progress Noted

Recently, surveys were made to ascertain what gains had been made by our utility local unions throughout the United States and Canada in the interim since our 1954 Convention report was made.

As a whole, utility local unions throughout the Brotherhood have made very noticeable progress in improving their agreements with their employers with regard to

wages and working conditions and especially notable are the gains made in vacations, paid holidays, health and welfare, pension and insurance plans.

There are always some extenuating circumstances which occur from time to time which may deter a particular local union's progress in a given area, but these conditions are usually corrected in a year or two. It is our observation that the large majority of the working agreements in the utility field are becoming pretty well standardized. So far this standardization has occurred on a pretty high level.

In January of this year, 1958, we forecast a utility outlook and advised our local unions that the utility companies of the United States and Canada were looking for a normal year in the face of the current recession, and that our utility locals should, therefore, also look forward to a normal year's increase in wages and benefits.

The results have come about as predicted with the utility companies showing an increase of about 5½ percent and our local

billion annually, over six times the 1957 record of \$8 billion.

Studies are being made by electrical engineers and it is also indicated that by 1979 all secondary systems will be converted from the 120/240 to 240/480 volts.

With the variance between summer and winter loads decreasing due to constant load building, new appliances, air conditioning and the anticipated changes in construction which should favorably affect every branch of the IBEW, our electrical industry is certainly the industry with the greatest potential and the brightest future.

We want to make mention here also of atomic generation in the utility industry. To date there are over 130 utility power companies participating in nuclear power study, research development and construction projects. There are nine nuclear power development plants in operation, or under construction or contract as of this writing, of which three were placed in operation in 1957, four are going into operation by 1960 and two more by 1962.

Shippingport Plant

In the month of May of this year the first full scale nuclear power plant for peaceful purposes was dedicated at Shippingport, Pennsylvania. This is no experimental station. It is capable of generating sufficient power for the residential needs of a city of 250,000 population.

The nuclear reactor and other equipment were installed by IBEW members and the plant is being maintained and operated by still other members of our Brotherhood.

It is the intention of the IBEW to see that all the new atomic power plants of the United States and Canada are manned by IBEW members and that their health and safety are maintained in the process. This is a major objective in our utility field during the next few years.

THE UTILITY WORKERS UNION OF AMERICA

At their regular convention held in April 1953, the Utility Workers of America-CIO passed a resolu-

tion that their Executive Committee be authorized to study and investigate the possibility of merging with another AFL or CIO union.

Following passage of that resolution, several meetings were arranged by both former International Presidents D. W. Tracy and J. Scott Milne, for IBEW representatives to meet with representatives of the UWUA to consider merger.

In April 1956, I once again contacted the UWUA and suggested that unity meetings be resumed with a committee of six from the

UWUA joining with a committee of six from the IBEW to further explore the possibility of merging our two unions.

Subsequently a number of meetings of the two committees were held and we believed that progress toward merger was being made.

However, at a meeting held in December 1956, the UWUA demanded as a condition of their merging with our Brotherhood, privileges contrary to and in violation of our Constitution. Since we could not agree to violate our Constitution, no further unity meetings have been held.



Electric Sign Industry

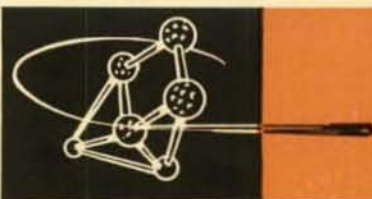
Since our last Convention a particular area of IBEW organizational effort has been in the field of electric signs.

At present this particular field is undergoing a number of technological changes, especially with regard to illuminated signs. Use of new materials like plastics for the faces of signs, resulted in the elimination of various items of work formerly in this field. For example, the plastic-faced sign which has become so popular, may be illuminated effectively without the use of neon tubing. But despite these changes in the manufacture of signs, there is still a broad field of employment opportunity for members of the Brotherhood in

the electrical industry of today.

In order to intensify our organizing efforts in this field, each Vice President was requested to designate one member of his staff who would handle assignments in the electric sign industry. At the International Office also, a staff member has been designated to handle matters involving the industry and to coordinate information. A survey has been made to determine the extent of and the possibilities of organization in the sign field. There is much to be done.

Like all industries, the sign industry has its trade organizations. Efforts are being made to develop mutual understanding with these trade associations.



Atomic Energy

We touched briefly above about atomic power and its relation to our utilities. We should like to add some additional brief comment on this subject which is due to play such an important role in the working lives of so many Electrical Workers in the years ahead.

There are some 8,000 different types of companies licensed for some type of atomic work, here in the United States alone.

The main areas of activity for work in atomic energy at the present time in the United States, are New England, New York, New

Jersey, Illinois, Texas, California and Florida.

Just as an economic note on the subject of atomic energy, the use of isotopes in industry last year saved industry nearly one billion dollars.

The International Brotherhood of Electrical Workers is playing an ever-increasing part in this atomic picture through its instrument technicians, maintenance wiremen and radiation monitors. Safety in this field is being carefully watched by our Brotherhood, both through legislation, and action of the standards groups.

A staff member has been appointed to serve on the Nuclear Committees on Standards and on the AFL-CIO Atomic Energy Committee. These committees are working to get Federal legislation passed that will force every state to meet certain standards of safety.

New developments in the reactor fields are advancing nuclear power quite rapidly not only in the utility field but in the construction and manufacturing

fields. In the offing are salt water conversion plants.

Just before this Convention Report went to press, the submarine *Nautilus* had just completed her spectacular journey under the North Pole. Approximately one-third of the manpower used in the building of the *Nautilus* was IBEW labor.

The first nuclear-powered freighter, *Savannah*, is being built in the New York Shipyards of Camden, New Jersey. IBEW crews, approximately one-fourth of the construction crew manpower, are working on the instrumentation and electrical installation of this ship.

This gives us just a brief glimpse of the atomic world which lies ahead, a world in which the IBEW is sure to play an important role. However, this means necessary training and more training for our members.

International Representative Brooks Payne is coordinating atomic energy matters particularly in the field of safety at the International Office.

course, that local has grown in the past three-year period.

This movement on the part of the New Jersey Telephone Workers, inspired interest in the IBEW, of the Telephone Workers employed by various segments of the American Telephone and Telegraph subsidiaries.

In 1956, the Pennsylvania Telephone Union, independent, affiliated with the Brotherhood. This group is now known as IBEW Local Union 1944, and it brought into our Brotherhood a membership of over 12,500, principally Telephone Operators.

In the four years since our last Convention, in addition to these two major groups, a number of additional local unions have also been formed within the independent telephone industry, and with these added to the substantial group of Telephone Workers who have been joining our Brotherhood since as far back as 1893, we find that the Telephone Workers are beginning to constitute one of the major groups within our International.

Telephone Field

Now while a Department of Telephone Operations was set up within the IBEW to help organize Telephone Workers, this was not its principal function. Its main objective was to build within the Telephone industry, wage and working standards comparable to those in the other segments of the electrical industry served by our Brotherhood.

Of course organization and more organization, thus creating bargaining strength through unity, is, we believe, one of the best ways to achieve our ultimate objective in the telephone field. Gains in wages and working conditions made by our telephone locals in recent years have been substantial. This is true of both the United States and Canada.

As we grow in numbers our influence expands within the telephone industry. Through our central telephone operations and the assistance being given to our Vice Presidents in the field, progress is being made in contract standardi-



Telephone Field

This year, as our 26th International Convention convenes we are pleased to state that more Telephone Workers are represented at this Convention than ever before in the history of our Brotherhood. This is due chiefly to the setting up of a "Telephone Operations" with a director, International Representative Morris Murphy, and a staff, within the structure of our International Office. This department, like those concerned with manufacturing and utility operations, has been created to aid our Vice Presidents in the various districts to organize and service the Telephone Workers in their jurisdictions.

In January 1955, it was estimated that in the United States, there were approximately 165,000 Telephone Workers who were either represented by independent

unions or who were not members of any union at all. The great majority of the independent unions were found to be in the Northeastern part of the United States.

Independents Affiliate

Beginning in January 1955, the IBEW began contacting these independent unions and inviting them to affiliate with our Brotherhood. The first major independent union to become an affiliate of the IBEW was the Telephone Workers Union of New Jersey, now, IBEW Local Union 827, which represents all of the Plant and Accounting workers employed by the New Jersey Bell Telephone Company, plus the workers in all departments of the United Telephone Company of New Jersey. This affiliation added 7,500 members to the Telephone Workers in our ranks and of

zation. As this continues, we hope to bring all agreements which by our improved standards we consider sub-standard, up to the improved level.

Negotiating with the Bell Telephone System is, at its best, a most difficult task. When a union deals with this giant corporation, it is locking horns with the world's largest and wealthiest company. Its octopus-like operation makes it a most difficult adversary at the negotiating table. The International Brotherhood of Electrical Workers understands the problems that have faced Telephone Workers in their attempts to negotiate satisfactory contracts and fully understands the need for real assistance to all unions which negotiate with a company such as the American Telephone and Telegraph Company. We intend to give that assistance to the best of our ability.

And now to conclude this section on Telephone Operations, let us say that our organizing efforts are constant. At this writing, there are three separate major organizing drives under way. They appear to be going well. If we are successful in them, an additional 37,000 Telephone Workers will be brought into our Brotherhood.

THE COMMUNICATIONS LABOR ACT

Our members in the Telephone industry have long been hampered in their efforts to negotiate with their employers in an atmosphere of goodwill and freedom from fear. This is, as all will recognize, the usual result when the employer of a large group of people is a powerful monopoly. Prior to the passage of the Railway Labor Act in 1926, railroad employees found themselves pretty much in the same situation. However, with the passage of the act, many benefits accrued to IBEW members engaged in the railroad industry as well as to fellow workers in other railway unions.

With this thought in mind, then, the International Brotherhood of Electrical Workers has given much thought to the formulating of, and proposing to the Congress of the United States, a Communications

Labor Act which will permit Telephone Workers to enjoy free collective bargaining in the future as it is enjoyed by others of our members in the various branches of our Brotherhood.



Radio and Television, Broadcasting and Recording

Since our Chicago Convention in 1954, the Radio and Television Broadcasting and Recording division of our industry, under the direction of International Representative Albert O. Hardy, with the assistance of those Representatives assigned to work with our Vice Presidents in this field, has made substantial progress. While Radio and TV engineers and technicians, by the very nature of their employment and their limited number, are not organized into our Brotherhood in large groups as workers in other segments of our industry, like manufacturing and telephone are, we have nevertheless had a steady membership rise in this field.

Insofar as wage gains are concerned, recent cursory surveys made in this field and others, indicate that the Radio-TV and Recording members of our Brotherhood have made outstanding gains. Percentagewise they were among the leading groups for the four-year period just passed.

(In the chart "A Look at Our Wage Gains" which appears on page 71 of the Officers Reports, we wish to note that our Radio and TV members had comparatively high rates in 1950. Therefore though they achieved significant gains in the years 1950-1954, these do not appear as large percentage-wise in this period.)

In the Radio and Television and Recording field, the IBEW has been heavily engaged in proceedings of the Federal Communications Commission in connection with Federal rules and regulations related to the automation of broadcasting equipment. Some relief

An act has been prepared and will be introduced in the Senate and Congress of the United States at such time as we are reasonably sure we will be successful in getting it passed.

from the distress caused by technological change, as a result of the efforts of the Brotherhood, has been afforded by the Commission—which, all too often, has not taken the human element into proper account.

Within the last two years, one of the most significant developments in this division of our industry has been the evolution of the process of recording television pictures and sound on magnetic tape. This process bids fair to become a great source of employment. Television recording has heretofore been hampered by technical faults which have discouraged its widespread use. The IBEW has a very firm footing in this new process. We expect a slight increase in employment to result or possibly at worst, a stabilizing effect in the television field—which has only recently been beset by the general economic downturn and some measure of accompanying layoffs.

The recording industry continues to be vigorous and expanding. Most of the better-known recording companies and a substantial proportion of the smaller companies which produce recordings for home use are covered by IBEW agreements. The effects—and the ultimate success—of stereophonic recording yet remains to be seen but it seems likely that overall activity in the sound recording field will remain at a high level during the foreseeable future. Thus, members of the Brotherhood will be able to enjoy stability of employment at good wage levels in this branch of the industry.

Resistance to organization by employers in the southern area of

the country continues to be prevalent. However, a surge of interest on the part of many of our local unions in that area, is responsible for a slightly better overall picture. "Right-to-Wreck" laws and propaganda to that effect are elements which substantially contribute to our difficulties in organization—problems common to all branches of the trade, of course.

The Brotherhood can take particular pride in the participation of its inside, outside and utility

local unions in the interests of workers in the Radio-TV field. Since our last Convention, the concern of many of these local unions in organizing people engaged in broadcasting has taken a marked upswing. Some seven such local unions have expanded their membership by inclusion of new members in this field and many others have lent encouragement to existing broadcast locals and assistance to the formation of new local unions. This is evidence of real brotherhood in action.

the field are small firms, employing less than 10 workmen. Frequently, the owner also does the same work as the employees, which invariably means that a firm or shop will not grow. When the owner of a shop in this field performs the actual work involved, the results are almost identical to that of an electrical contractor who works with the tools.

The size of the shops creates the second problem. Because the Federal Labor Board will not exercise jurisdiction over these shops, it is not possible to have representation elections held, and we have had to effect organization through other means. Where it has been possible to organize factory distributors' service departments there has not been as great a problem of securing representation. Usually their volume of business is such that their operations come within Labor Board jurisdiction.



Radio, Television Appliance Installation and Service Work

In the field of radio, television and appliance installation and service work, our Brotherhood has made considerable progress in the interim since our last Convention. Expansion of our work in this field has come through opportunities in mobile and microwave communication system work, due chiefly to the fact that firms in the radio and TV servicing industry frequently engage in this type of work also.

As of July 1, 1958, over 300 local unions of the Brotherhood had approved bylaws which permit them to cover these classifications of work in their respective jurisdictions.

Television servicing, as we all recognize, is one of the newest fields of employment in our industry. Ten years ago it was just getting started with the advent of commercial television broadcasting. Today it is a permanent and ever-growing branch of our industry.

Today also, a number of IBEW local unions have established apprentice training programs in radio and TV service work in order to train their members for the rather intricate performance involved. This training program has contributed in helping the IBEW to maintain a living rate of pay for journeymen in this field.

Two principal problems exist in the organizing of radio, television

and appliance work. One is that the vast majority of employers in



Railroad Industry

During the past four years since our last Convention in Chicago, we have made excellent progress in the railroad industry. As the result of national movements both in the United States and Canada, we have increased the wages of the employees we represent substantially and have secured important improvements in working conditions.

We have also scored an important victory in establishing the legality of the union shop which has enabled us to bring this movement to a successful conclusion.

On the legislative front, we have secured an increase in retirement benefits and are seeking additional improvements in both the Railroad Retirement and Railroad Unemployment Insurance Acts, providing for greatly increased benefits for the employees we represent.

Space will not permit a detailed report on the progress made and the benefits gained by IBEW members employed on the railroads in

the United States and Canada, under the direction of Vice President J. J. Duffy. However, we do wish to summarize briefly the most important activities which occurred in this branch of our industry since 1954.

Wages and Working Conditions

Our major gains from collective bargaining have been achieved, as in the past, through national movements conducted in cooperation with the other non-operating standard railway labor organizations.

Back in May, 1953, a national movement was inaugurated by 15 non-operating standard railway labor organizations, including our Brotherhood, to secure improved vacations with pay, holidays with pay, a health and welfare plan, premium compensation for Sunday work and improved free transportation privileges, but owing to the adamant attitude of the carriers no settlement was reached al-

though the dispute had been considered by an Emergency Board.

The Board made a number of recommendations which coincided with the goals of the IBEW and the other railway brotherhoods. On June 3, 1954 conferences with the Carriers' Conference Committees were resumed, and the findings and recommendations of the Board were thoroughly discussed.

After the Carriers' Conference Committees had conferred with their member roads, an agreement was reached on August 21, 1954. It included the following improvements.

The existing vacation agreement providing for one and two weeks vacation after one and five years of service respectively, was amended to provide for three weeks vacation after 15 years of service effective with the calendar year 1954. The vacation qualifying provisions were also liberalized in a number of important respects.

Other important changes provided that vacation pay be paid to survivors in the event of an employee's death and also for payment of time and one-half in addition to vacation pay whenever an employee was required to work during his vacation period.

Regarding holidays, railway employees receive seven and the provisions regarding them were improved in the new agreement.

The Board recommended changes in five working rules, and agreement was reached on these.

With regard to a health and welfare plan, the parties agreed on a number of principles to govern in the establishment of such a program. These were set forth in a memorandum and made a part of the agreement. The result is a plan which provides uniform benefits at uniform cost, which cost is shared equally by participating employee and carrier.

As the result of competitive bidding, the Travelers Insurance Company of Hartford, Connecticut received the contract as primary insurer, of the health and welfare program for railway employees.

Liberal hospital, surgical, and medical benefits are provided in

the plan, plus maternity and laboratory benefits.

Provisions were also made under the plan to cover dependents of regular, furloughed and retired employees, with the cost borne by the individual employees.

While the negotiations on the details of a health and welfare program for railway employees were in progress, several carriers which had become parties to the agreement of August 21, 1954, modified their authorizations to the Carriers' Conference Committees and declined to participate in the health and welfare program although they had obligated themselves to do so by the health and welfare memorandum which was made a part of that agreement. These carriers were the Boston and Maine Railroad, Chicago, Rock Island and Pacific Railroad, Maine Central Railroad-Portland Terminal and the Minneapolis, St. Paul and Sault Ste. Marie Railroad.

However, we are glad to state that all of these carriers reinstated their authority to the Carriers' Conference Committees and are participating in our national health and welfare program.

In the meantime, unfortunately, the southeastern carriers which had also modified their authorizations to the Southeastern Carriers' Conference Committee, remained adamant in their refusal to participate in the national health and welfare plan and become parties to the agreement of August 21, 1954. Some of these carriers proceeded to put various provisions of the aforementioned agreement into effect in deliberate defiance of the ruling of the National Mediation Board to which the railway unions had appealed, which requested the carriers to maintain the *status quo* pending efforts to mediate the controversy.

As a result of the mediation proceedings, conducted by the Board a settlement was reached with the Central of Georgia Railroad, the Richmond, Fredericksburg and Potomac, the Potomac Yard and Richmond Terminal, the Atlantic Coast Line, and the Charleston and Western Carolina

Railroads, all between November 5 and December 15, 1954.

The Board was unable to resolve the controversies on the other involved carriers and terminated its services.

Since all of the procedures under the Railway Labor Act had now been exhausted, without reaching a satisfactory settlement, the railway labor unions, including the IBEW, had no alternative but to strike. Therefore, between March 14, 1955 and March 16, 1955, the widely publicized strike with which all our delegates and other readers of this report are thoroughly familiar, was called.

The carriers against which the strike was conducted were the Louisville and Nashville Railroad, the Nashville, Chattanooga and St. Louis Railway and the Clinchfield Railroad, the Atlanta and West Point Railroad, Western Railway of Alabama, the Georgia Railroad, the Atlanta Joint Terminals and the Augusta Union Station.

Although every conceivable strike-breaking device was used by the carriers including injunctions, the use of armed guards and widespread false propaganda, the strike was completely effective and operations on some 7,000 miles of road in 14 states were brought to a standstill.

During the 58 days the strike was in progress, every effort was made to bring about an honorable settlement to the dispute.

Governor Frank Clement of Tennessee, and other governors, and the National Mediation Board offered their services and plans whereby the strike might be settled. The railway organizations agreed readily but the carriers maintained an adamant attitude.

The carriers even made a desperate effort to terrorize the employees into submission. They precipitated violence with the armed guards and then falsely blamed the strikers in order to gain public support.

However, when a union man was killed and a special agent of the railroad confessed to firing the fatal shot, railway management was forced to modify its position. Our agreement was reached on

May 9, 1955 by which the strike was suspended, with all striking employes restored to service without prejudice or reprisal and with all seniority and other rights unimpaired, and arrangements were made for submission of the dispute to a neutral referee whose decision would be binding to the parties.

The decision of the neutral referee, the Honorable Francis J. Robertson, attorney and mediator of Washington, D. C., was rendered on May 20, 1955 and was a total victory for the non-operating organizations and sustained the union position that these carriers should pay the *entire* cost of hospital, surgical and medical benefits for the employes represented.

National Wage and Health and Welfare Movements of 1955

Following the establishment of the health and welfare program, the organizations were confronted with a considerable amount of litigation brought by individual employes on various railroads seeking to prevent its adoption or to make the plan ineffective by prohibiting the deduction of dues required under the policy contract.

Since it was evident that an organized program was under way to sabotage the health and welfare program, which was apparently being encouraged and supported by certain carriers, and that the basis of the attack was the compulsory deduction of dues, it was decided that the carriers should be required to pay the entire cost of the employes' benefits. That was the original request of the organizations and the contributory plan was adopted only because of the recommendations of the Emergency Board, although a majority of the employes in other covered industries were under non-contributory plans.

On April 2, 1955, notices were served on the carriers by 12 non-operating standard railway labor organizations, including our Brotherhood, requesting that the employe's contributions be discontinued and that the railroads assume the entire cost of the health and welfare benefits being provided for their employes under the agreement of August 21, 1954.

While this dispute was still pending, on August 1, 1955, 11 of the non-operating standard railway labor organizations, including our Brotherhood, requested a wage increase of 25 cents an hour, from the individual carriers.

When agreement could not be reached on either of these issues, the National Mediation Board was called in but its efforts also failed.

Therefore on November 7, 1955, the President issued an Executive Order, creating an Emergency Board to investigate the dispute.

On December 12, 1955, the Emergency Board issued its report, in which it recommended a package settlement of 16½ cents an hour consisting of a 14½ cents-across-the-board hourly wage increase effective December 1, 1955 and 2 cents per hour additional, to pay the full cost of the employe health and welfare benefits up to \$6.80 per month effective March 1, 1956.

While the Board's recommendation regarding the wage increase was a disappointment to the organizations, its recommendations were accepted and an agreement was signed.

1956 National Wage Movement

The railroad brotherhoods felt that the wage increase secured under the December 1, 1955 agreement fell short of the amount necessary to bring railroad wage rates up to the level of wages in other industries, and in addition, cost of living had continued to climb. Therefore on the insistence of the membership, another national movement was inaugurated by 11 non-operating standard railway organizations including our Brotherhood for a further increase in wage rates.

On June 20, 1956, uniform notices were served on the individual carriers requesting a wage increase of 25 cents per hour. The carriers responded with a counter proposal demanding a 6½ cent per hour *wage cut*.

As required by the Railway Labor Act, negotiations were conducted between representatives of the organizations and the management of each carrier. When no settlement could be reached, Con-

ference Committees were formed and negotiations began in Chicago on September 18, 1956. However, it soon became apparent that no settlement could be reached so on September 25, the organizations invoked the services of the National Mediation Board.

On November 1, 1956, an agreement was signed settling the controversy.

A three-year contract was provided with a wage increase of 10 cents per hour effective November 1, 1956, an additional increase of 7 cents effective November 1, 1957 and an additional increase of 7 cents per hour effective November 1, 1958. An escalator clause was also included providing for semi-annual wage adjustments effective May 1 and November 1 of each year, of 1 cent per hour for each change of .5 in the Consumers Price Index published by the U. S. Bureau of Labor Statistics.

In addition the agreement provides that the carriers pay \$4.25 per month for each qualified employe beginning with the month of November 1956, to provide hospital, medical and surgical benefits for their *dependents*.

Since the wage agreement was signed November 1, 1956, the employes have received two additional increases under the terms of the escalator clause, one amounting to 3 cents an hour effective May 1, 1957, and another amounting to 5 cents an hour effective November 1, 1957, or a total of 8 cents an hour.

Thus, during the period covered in this report, the non-operating standard railway labor organizations, including those represented by our Brotherhood, have received wage increases totaling 39½ cents per hour and have improved their health and welfare program to make it one of the outstanding programs of any major industry in the country.

Union Shop Movement

After almost seven years of struggle against the most bitter opposition on the part of the reactionary elements in the railroad industry, our union shop movement is at last being brought to a successful conclusion.

On January 10, 1951, the Railway Labor Act was amended to permit the negotiation of union shop and check-off agreements in the railroad industry, and on February 5, 1951, notices were served on the carriers by 17 non-operating standard railway labor organizations, including our Brotherhood, requesting that they negotiate such agreements.

Negotiations began and agreements were signed with the following individual carriers: Great Northern, New York Central, the Baltimore and Ohio and Lehigh Valley Railroads.

The disputes on the remaining carriers were finally referred to an Emergency Board which recommended on February 14, 1952 that the carriers enter into a union shop agreement with the 17 non-operating organizations involved in the dispute and that such negotiations be conducted on a national basis.

After many negotiations and much litigation, it became imperative that the legality of the union shop be settled by the Supreme Court before any further progress could be made. After almost four years of litigation, the Supreme Court of the United States finally settled all possible dispute about the legality of union shop agreements. On May 21, 1956, the Supreme Court unanimously declared that the union shop amendment to the Railway Labor Act was constitutional and that it superseded any State law prohibiting union shop agreements insofar as railroad employees are concerned.

Following the Supreme Court decision, union shop agreements were negotiated with all major carriers in the country, with the exception of the Louisville and Nashville and the Santa Fe Railways.

Negotiations were resumed on the Louisville and Nashville on June 4, 1957, but were temporarily recessed when it was discovered that an injunction was issued in 1945 against System Federation No. 91, Railway Employees Department which was never dissolved, and therefore prevented the negotiation of a union shop agreement covering the shop craft employees. Proceedings are underway to bring

about a modification of this injunction so that an agreement can be concluded.

Meanwhile the Santa Fe Railway adamantly refused to enter into a union shop agreement and it was only after a strike vote was taken that an agreement was signed with that carrier—November 19, 1957.

Canadian Railway Wages and Working Conditions

At this point in the Railroad Section of this report, we wish to make special mention of the good progress that has been made in improving the wages and working conditions of the employees which the IBEW represents on the Canadian Railways.

Since our last Convention, our Brotherhood has cooperated with the other non-operating standard railway labor organizations in two national movements to secure improvements in wages and working conditions and another national movement is now in progress.

At the time of our last Convention report, efforts of 16 non-operating organizations, including our Brotherhood, to secure a number of improvements in working conditions, including improved vacations with pay, a system of cumulative sick leave and premium pay for Sunday work were underway.

The dispute was finally referred to a Board of Conciliation, which made its recommendations to the Minister of Labour on April 23, 1954, and following this a strike ballot was taken in which the railway organizations voted overwhelmingly in favor of withdrawal from service if a satisfactory settlement could not be reached.

Next the Prime Minister took personal charge of the situation and sought through mediation to bring about a settlement. The organizations reluctantly accepted arbitration of their demands upon being told that if they did not do so, a strike on the railways would be outlawed and arbitration would be imposed by Parliament. By so doing, the IBEW and the other railway unions involved believed that permanent legislation prohib-

iting strikes and providing for compulsory arbitration could be forestalled.

The Arbitrator, Chief Justice Gordon McGregor Sloan of the Supreme Court of British Columbia, handed down his decision which was binding on all parties, November 19, 1954.

In general, the terms of the award, effective January 1, 1955, granted five statutory holidays with pay and three weeks vacation after 15 years of service, but declined the employees' requests for sick leave and premium pay for Sunday work.

Toward the end of 1955 with the expiration date of the "Master Agreement" set up by the Arbitrator approaching, another national movement was inaugurated by 15 non-operating standard railway labor organizations in Canada, including our Brotherhood, to secure an increase in wage rates and further improvements in working conditions.

After negotiations bogged down, the Minister of Labour appointed a Conciliation Board which on April 9, 1956 submitted a report to the Minister of Labour.

While the railway organizations were not satisfied with the recommendations in the report, they advised the Minister of Labour that they would accept them. The carriers, on the other hand, would not give their unqualified acceptance, almost precipitating a strike vote, but after further negotiations the carriers accepted the recommendations also and an agreement was signed May 16, 1956.

Briefly the agreement provided for a wage increase of 11 percent spread over a 14 month period. In addition, the agreement provided that all employees who were receiving pay for five statutory holidays would receive pay for two additional holidays.

The agreement also provided for the establishment of a health and welfare plan with the cost shared equally by carriers and employees. This has become one of the largest health and welfare plans of its kind in Canada, covering about a half-million individuals and representing a great step forward in

protecting railway employees and their families against the hazards of injury, sickness and death.

National Wage and Rules Movement of 1957

With the cost of living continuing to rise to an all time high, another national movement was inaugurated late in 1957 by 17 co-operating unions, including our Brotherhood, for an increase in wages and a number of additional improvements in working conditions.

A Conciliation Board has been appointed and hearings were still in progress when this report went to press.

Amendments to Railroad Retirement and Railroad Unemployment Insurance Acts

We have given continuing study to the needs of our membership with respect to the benefits provided under the Railroad Retirement and Railroad Unemployment Insurance Acts and since our last Convention, we have succeeded in securing a number of improvements in these laws.

Through legislation enacted by Congress, a number of improvements became effective September 1, 1954 in the railroad retirement system. These included:

A lowering of the age requirement from 65 to 60, at which a widow, dependent widower or parent may qualify for a survivor annuity.

Payment of a survivor annuity to a child over 18 and its mother, if the child becomes totally and permanently disabled before age 18.

The restriction against a widow, dependent widower or parent, drawing the full amounts of both a monthly railroad survivor annuity and a railroad annuity based on his or her own railroad earnings has been removed.

Provisions governing earnings of disabled annuitants were liberalized.

Creditable earnings were increased from \$300 to \$350 per month.

Revisions in the Railroad Unemployment Insurance Act resulted in an increase in unemployment and sickness benefits of about 24 percent.

One other amendment approved in 1954 which served to increase retirement benefits was the removal of the restriction on the payment of dual retirement benefits under the Railroad Retirement and Social Security Acts.

In addition to the changes which we secured, the amendments to the Social Security Act passed since our last Convention report, brought further benefits to our members and their dependents insured under the Railroad Retirement Act.

Our Brotherhood, together with the other Standard Railway Labor Organizations in 1957 was successful in having a legislative program introduced in the House and Senate which would increase both retirement and unemployment insurance benefits, while preserving the financial stability of these systems.

This program which space will not permit giving of details on here, in addition to providing a much needed increase in benefits to meet the continuing rise in the cost of living, as well as means of financing it, would likewise provide more security to railroad employees since the railroads themselves are going through great changes such as mergers, consolidation of facilities, and technological improvements which have produced violent changes in opportunities for employment.

'Tax on Tax'

Also in 1957, bills were introduced into Congress which would exempt the retirement taxes paid by employees into the Railroad, Civil Service and Social Security retirement systems. This was the legislation designed to eliminate the "tax on tax."

Representatives of the carriers vigorously opposed the organizations' proposals and sponsored counter-legislation, which if enacted, would cause drastic reductions in the total amount of unemployment insurance and sickness benefits.

The 85th Congress adjourned without passing the beneficial legislation which the standard railway organizations worked so hard to secure. However, as each Congress convenes, our Brotherhood, together with the other railway labor organizations will once again work together to improve our Railroad Retirement and Railroad Unemployment Insurance Act for the benefit of all who work on the railroads of our nation.

As with every other branch of our industry, we urge our railway workers to recognize the great need for political action on the part of union members. Even if the laws governing the railroad industry are not changed as many of our anti-union carriers desire them to be, their effect could be altered to adversely affect the employee's interests by the appointment of anti-labor administrators, to administrative agencies. Since the present administration came into power, this has been a matter of growing concern to our Brotherhood.

Hardest Hit

At this point we want to stress that present-day conditions and the recession in which we find ourselves today, has had an effect on the railroad membership of our Brotherhood which has perhaps been hardest hit of all our branches with the exception of manufacturing. However, when we compare our loss of membership with that suffered by other railway unions, it is extremely small. The great movement to dieselization in recent years has created a demand for railroad electricians which has caused our membership to grow when that of others in the railroad field was declining.

To conclude this section of the President's report on the Railroad Branch of our Brotherhood, it must be observed that we have made substantial progress in the railroad industry since our last Convention and we wish to pay tribute to Vice President J. J. Duffy and his staff, the general chairmen, local union officers and members for the healthy gains which have been made.



Government Employees

Many gains have been effected for IBEW members in the various branches of our industry in the past year through the joint efforts of our local union officers and members, together with those of our staff members.

In the case of our many members in Federal Government service, both in the United States and in its territories and possessions, such gains can only come about through Congressional legislation. The IBEW has worked diligently in the past four years to effect legislation bringing improved benefits for these members, and we have been aided in our efforts by the Government Employees Council and the Metal Trades Department of the AFL-CIO. Following is a brief review of the results of our efforts.

Successful Legislative Efforts Affecting Government Employees Since the IBEW Convention of 1954

A complete revision of the Federal Retirement Act was made involving many beneficial changes of the Act. Later in 1957, improved retirement benefits under Public Law No. 854 granted upwards of 30 percent in annuity increases.

The United States Civil Service Commission was reorganized.

Unemployment insurance benefits were made available to Federal employees.

A 7½ percent pay raise for Classification Act employees was granted by Congress in 1956 and in 1958 a 10 percent pay raise was also granted after vetoes by the President of earlier attempts on the part of Congress for increases.

Enactment of a protective law preventing loss of pay for employees whose positions were downgraded.

Increases in travel and subsistence allowances. The maximum subsistence allowances were in-

creased from \$9.00 to \$12.00 per diem, for employees required to travel in performing their official duties.

The Social Security Act was amended, reducing the age at which widows and dependent mothers will be paid full benefits, from 65 to 62 and coverage was extended to TVA employees. The amendments also make it possible for fully insured workers who become permanently disabled to be entitled to benefits at age 50. Formerly they had to wait until they were 65 to apply for benefits.

Congress during its final week of August 1958 passed legislation to increase Social Security payments by 7 percent effective January 1959 for some 12,000,000 retired employees and their wives or survivors. Top payments to a retired employee and his wife over 65 will increase from \$162.80 to \$190.50 while for a single retired employee the maximum increases from \$108.50 to \$127.00. Top payments for a surviving widow or widower are increased from \$81.40 to \$95.30 while the maximum for a widow with two children, from \$200.00 to \$254.10. To pay for these new benefits the tax base has been increased from \$4,200 to \$4,800 per year with additional tax rates to insure the soundness of the fund.

We were successful in getting the House Appropriations Committee to drop its plan to place all Federal employees on a monthly pay plan as an economy measure.

Our efforts in opposing attempts to place another "Jensen Rider" on all appropriations bills was successful. Such a rider would have allowed agencies to fill only one of every three job vacancies.

The United States Civil Service Commission abandoned its plan to establish a "Central Wage Board" for the purpose of setting wage rates of per diem employees in all

the agencies of Government. The opposition of the IBEW and the other International unions of the AFL-CIO was the contributing factor in this case.

We opposed the Department of Interior when it planned to establish a step increase plan for its wage board employees in the Bureau of Reclamation. The plan was subsequently dropped.

Just before this Convention report went to press, the 86th Congress adjourned and President Eisenhower signed into law the following bills of benefit to Federal employees:

A downgrading bill protecting the salaries of classified workers from a cut in salary, for a two-year period after downgrading occurs. The protection will apply even if the job's duties have been materially changed or completely changed. Congress passed the legislation to offset a Comptroller General's ruling, that the protection does not apply if the job's duties are materially changed. This nullified the law previously passed by the Congress.

A bill allowing Federal employees the option of withdrawing from the Federal Civil Service Retirement Fund any additional salary contributions they may have made.

S. 25, bill speeding up payment of wage increases for per diem workers whose wages are regulated by action of wage boards. Under the new legislation, wage adjustments in agencies which conduct wage surveys, will come not later than 45 working days after a wage survey has been specifically ordered. Formerly, in many instances these wage adjustments took as much as eight months before they became effective. This is one of the most beneficial pieces of legislation that has passed the Congress affecting per diem workers for many a year.

H.R. 9407 was enacted into law and provides additional opportunity for certain Federal employees to obtain career-conditional and career appointments in the competitive service.

S. 1850 adjusts conditions of employment in departments and agencies of the Panama Canal Zone.

Unsuccessful Legislative Efforts in Behalf of Government Employees

Renewed efforts to get Congress to pass Labor-Management legislation, has met with opposition from the present Administration. The White House influence has been successful up to date in blocking this type of legislation, because of the compulsory arbitration provisions. For a time, it looked as if the President would issue an Executive Order directing the agencies to deal with organized labor unions—but that has not materialized. Instead, on June 3, 1958 President Eisenhower issued a memorandum "policy statement" for improving labor-management relations between the Federal agencies and departments and the labor unions. The U. S. Civil Service Commission was delegated with authority to inspect and review the personnel procedures adopted by each agency and to report its findings to the White House.

Efforts to liberalize the provisions of the Federal Employees Life Insurance program were unsuccessful.

A uniform Safety Regulations Bill was not acted upon.

H. R. 5551, a bill which would exempt or exclude from taxable income, taxes imposed upon employees under the Social Security, Railroad Retirement and the Federal Civil Service Retirement systems, was not successful although the outlook for passage seemed good.

The Hatch Act provisions were not amended.

Group Health, Hospital and Surgical Insurance coverage was blocked due to the inability of the organized labor unions and the Government to come to an agreement on the proper proportion of payment for such insurance.

On November 19, 1956, the United States Supreme Court by a 5 to 3 decision held that Federal employees on a per diem basis were not entitled to an extra day's pay for each holiday worked during World War II, unless an agreement similar to that existing at the Government Printing Office was in force. This ruling reversed a decision made by the United States Court of Claims.

Before concluding this section of our report of particular interest to Government employees, we wish to state that five new local unions of Government employees have been chartered since our Chicago Convention of 1954. In addition, five local unions have established units of their membership composed entirely of Federal employees.

During the past year, Director of Government Operations Orrin A. Burrows has visited at least once, every local union of the Brotherhood having a considerable number of members employed by Federal Government agencies. Representative Burrows who serves as an alternating member of the Navy Wage Board, reports that the Board's efforts in arriving at suitable wage rates for per diem employees of the Navy, have been quite successful.

ing the so-called "Right-to-Work" laws, which were intended to weaken the collective bargaining position of labor.

To meet these new and complicated problems, the IBEW has followed a policy of participating actively in legislative efforts defending labor's position and, also, of developing legal ways and means of continuing trade union operations effectively on a day-to-day basis.

The office of the General Counsel of the Brotherhood has been utilized in formulating these programs, including the litigation of cases involving the Brotherhood before the National Labor Relations Board, other Federal and State administrative agencies and the Federal and State courts.

Kennedy-Ives Bill

With respect to Federal legislation, it has been the position of the IBEW that if any relief was to be secured from the burdens of the Taft-Hartley Act it would be necessary to proceed by way of amendment rather than repeal.

Over the years, others in the labor movement previously taking a different view of the matter, have now modified their position on this point and have finally accepted this proposition. In the current session of the Congress, all responsible spokesmen for labor, advocated change in or revision of the Taft-Hartley Act rather than repeal. It had come to be realized by all that, in the existing situation, no substantial results could be achieved in any other way.

The Kennedy-Ives Bill (S. 3974) was adopted in the Senate by a vote of 88-1 June 17, 1958, but failed of adoption in the House by a vote of 190-198. The Bill contained, among other things, a number of amendments to the Taft-Hartley Act which would have been beneficial to labor. Title VI of the Bill redefined the term "supervisor" so as to require the actual exercise of supervisory authority to make the Act inapplicable to any particular employee. The consequent narrowing of the definition would have proved helpful in maintaining the proper scope



General Counsel

Following is a summary of important legal matters affecting our Brotherhood which were handled by our General Counsel Louis Sherman.

The enactment of the Taft-Hartley Act in 1947 signalled the beginning of a new period in the problems of the IBEW and other trade unions under the law.

Prior to 1947 almost all Federal law was protective of labor's rights and encouraged organization. The Clayton Act, the Norris-LaGuardia Act, the Railway Labor Act and the Wagner Act followed this direction. After 1947, regulations and restrictions were imposed by Federal law and many States adopted restrictive laws, includ-

of bargaining units in the public utilities, manufacturing and other industries.

Title VI would also have required the National Labor Relations Board to assert its jurisdiction. This change would have restored legal procedures previously available to organize rural electrification cooperatives, small privately owned public utilities, radio and television companies presently not within the scope of the Board's administrative exercise of jurisdiction and similar enterprises. As a consequence of the adoption by the Senate of this provision and the appropriation of additional monies to the Board by the Congress, the Board has acted administratively to expand the scope of its jurisdiction. At the time of the preparation of this report, the Board had proposed to issue an administrative order reducing the \$3,000,000 gross revenues test for public utilities to \$250,000. However, it also proposed to increase the \$200,000 gross revenues test for radio and television to \$250,000. The IBEW filed a brief opposing this discriminatory treatment and proposed that the figure for radio and television be reduced to \$100,000 per annum.

Title VI of the Bill also would have made substantial changes in the law with respect to the building and construction industry. It would have validated pre-hire agreements in this industry, reduced the 30-day grace period in the union security provisions of the Act to seven days, validated union referral systems, and authorized the specification of minimum training, experience or apprenticeship qualifications for employment and allowed the specification of seniority as a basis for priority in opportunities for employment.

Title VI would also have cleared up the legal difficulties with respect to joint apprenticeship funds and pooled vacation funds.

General agreement has developed during years of discussion and study that the building trades merit the relief described above.

Another important provision in the Title would have eliminated

the union-busting provisions of the Taft-Hartley Act which prevent economic strikers from exercising the right to vote in certification or decertification elections. This provision is of especial importance to employes in manufacturing industries.

The General Counsel of the Brotherhood, who also serves as Chairman of the Legal Advisory Committee of the Building and Construction Trades Department (AFL-CIO), participated in the presentation of testimony to the United States Senate Committee on Labor and Public Welfare on the portions of the Bill dealing with the building and construction industry.

Although the Kennedy-Ives Bill was not enacted into law, the labor movement was successful in defeating anti-labor legislative measures intended to place additional restrictions upon labor's rights. Many proposals were advanced to limit further the right to picket, to boycott and to engage in political activity.

Strenuous efforts were made by labor to defeat the Knowland Amendments, which, under the guise of promoting "democracy," would have destroyed the ability of the trade unions to function effectively as collective bargaining agencies. Recent disclosures as to a few individuals in the labor movement were used by anti-labor forces as a springboard from which to launch punitive legislative measures against labor. The IBEW as a part of the labor movement was actively engaged in the task of pointing out the need for a reasonable attitude on these matters and succeeded in having these proposals rejected. The materials developed at the Annual Legislative Conference of the Building Trades were of special use in the Senate debates on the Knowland Bill.

The changes proposed by Title VI of the Kennedy-Ives Bill with respect to the Taft-Hartley Act would have met only the most pressing problems. Many areas of this Act require revision but only a limited series of changes were proposed by the Bill. In addition,

it should be noted that the Bill also included many provisions which would have provided for novel regulation of internal union affairs.

Brown-Olds

On the administrative law scene, the most important development was the National Labor Relations Board action of reinstating the *Brown-Olds* doctrine. This is a rule under which the Board requires a union and employer having an illegal union security agreement or arrangement, to pay back all dues, fees and assessments which have been collected thereunder for a period back to six months prior to the date upon which the unfair labor practice charge has been filed. The name of the doctrine is drawn from the name of the Company (*Brown-Olds Plumbing and Heating Corporation*) which was the Respondent, together with the U. A., in the Case where the Board first announced this rule (115 N.L.R.B. 594).

The full application of this doctrine had been scheduled by the Board for January 1, 1958 but as a result of negotiations with the National Labor Relations Board and its General Counsel, extensions of time were secured—first, to June 1, 1958 and then to September 1, 1958. A third extension of more limited scope has been secured to November 1, 1958 for unions and employers who can show that they commenced to make appropriate changes in agreements and hiring practices prior to September 1, 1958.

Although it is proposed to test the ultimate legal validity of the *Brown-Olds* doctrine by litigation, it has been necessary to undertake a general legal review of union security clauses and hiring practices in industries such as building and construction, where the union has been, historically, the source of labor supply. The International Office, as a result of this review, has recommended to the local unions appropriate changes in agreements both with respect to union security clauses and in referral procedures. The position of the General Counsel of the National Labor Relations Board on the

many complex issues involved in this matter was not made known until June 26, 1958. The International Office completed its study of the subject and transmitted its advice to the affected local unions on August 6, 1958, which constituted the first communication of advice on this important question by any international union.

Powder-Actuated Tools

The Twenty-fifth Convention of the I.B.E.W. adopted a resolution opposing the use of powder-actuated tools subject to the approval of the IBEW Legal Department. A careful legal review of the subject matter was made and a legal opinion was rendered by the General Counsel.

Pertinent excerpts from this opinion are set forth below:

"The adoption of the resolution by the Twenty-fifth Convention in itself presents no legal issue. A mere expression of opposition to the use of powder-actuated tools is not an act from which legal consequences can be drawn."

"It is assumed that the language of the Committee Report which was adopted by the Convention contemplated consideration of the legal aspects of conduct which might be undertaken in connection with the object of the resolution. On the basis of this assumption, consideration has been given to the questions of whether an individual member or any other employe has the legal right to refuse to use a powder-actuated tool and whether a union may undertake concerted action to eliminate the tool as a permissible technological method of production."

"It is my legal opinion that the subject matter of these clauses [clauses regulating the use of the tool] is an appropriate subject of collective bargaining and that concerted activity may be undertaken legally for the purpose of securing a clause regulating the use of powder-actuated tools in a reasonable manner."

"A different question would be presented if the union were to seek to engage in concerted activity for the object of securing an outright prohibition of the use of

RECORD OF OUR COUNCIL ON INDUSTRIAL RELATIONS

NUMBER OF CASES HEARD



Our Council on Industrial Relations for the Electrical Construction Industry is unique in the history of collective bargaining relations. In the 37 years of its existence it has never had a decision violated and has caused the construction branch of our union to be known as "A Strikeless Industry."

powder-actuated tools even when the conditions of such use were carefully regulated on the basis of standards which are no less strict than the standards prescribed in the regulations of the various States [referred to earlier in the opinion]."

"Legal proceedings could be instituted against the union in this situation either for an injunction or for money damages. Such proceedings would probably be undertaken in a state court. It is my view that

whether the proceedings would be maintained before a judge alone or before a judge and jury, the determining issue would be a matter of fact. The question would be whether the purpose of the concerted activity was to effect a reasonable safe-guard as to safety or whether the purpose was to effect an unreasonable limitation on production."

"It is obviously not possible to predict with any degree of certainty how a variety of fact-find-

ing tribunals in the various states would decide the factual question of the reasonableness of the relationship between a prohibition of all powder-actuated tools to the matter of employee safety. It must be recognized, however, that statistics showing no abnormal risk of injury, the issuance of regulations contemplating the use of such tools by nine states and evidence relating to safety devices and procedures would be important factors tending to rebut the claim of reasonableness of an outright prohibition as distinguished from control and regulation of the use of these tools. If there were any legal proceedings on this point the outcome would depend on the kind of record made and the nature of the trying body. It may be anticipated that factual findings could and would be made by some tribunals that concerted labor activity intended to accomplish an outright prohibition of the use of powder actuated tools would be directed toward an unlawful object."

"It is my opinion that the probability of such findings would be materially reduced if the concerted labor activity would be directed toward the regulation and restriction of the use of these tools under standards similar to those adopted in the nine states which have promulgated regulations on the subject."

* * *

On the basis of this legal opinion, the International Office recommended that local unions should direct their efforts toward reasonable control and regulation rather than outright prohibition of the use of these tools. Such control and regulation would be a proper subject of bargaining with the employer and where agreement could not be reached between the parties, the matter would be referred to the Council on Industrial Relations, or to other forms of arbitration, where such procedures are specified in the collective bargaining agreement.

Travel Expenses in the Building and Construction Trades

The IBEW participated, through the Building and Construction Trades Department, along with

other unions affiliated with the Department in the effort to secure relief on the subject of the disallowance of travel expenses, including meals and lodging, for employees in the building and construction trades while temporarily working on construction jobs away from home.

As a result of testimony presented by the President of the Department and the Chairman of its Legal Advisory Committee and others before the Legal and Monetary Affairs sub-committee of the House Committee on Government Operations, the Commissioner of Internal Revenue issued an instruction to the field agents of the Internal Revenue Service. This instruction forwards a ruling previously rendered to Congressman Molohan in February, 1956. The promulgation of the instruction will give some measure of relief but further efforts will have to be made before this problem is completely resolved either by the issuance of a definitive Revenue Ruling or by legislation.

Legal Advice

Numerous oral and written legal opinions were rendered in response to requests for legal advice. Documents were drafted and negotiations were undertaken with respect to various legal matters including an extensive revision of the Pension Plan which was required to meet legal issues arising out of the National Labor Relations Act.

Litigation

The General Counsel's office has also been involved in a substantial volume of litigation, both by way of direct participation and through the performance of advisory and coordinating functions. Included among these items are the following:

Connecticut Light and Power Company, 121 NLRB No. 94 (L. U. No. 420). The National Labor Relations Board ruled, in accordance with the contention of the IBEW, that the Senior load dispatchers, load dispatchers and load forecasters of this company are not "supervisors" within the meaning

of that term as used in the Act. The Board's decision authorizing a self-determination election for the employees in this voting group is an important ruling for all local unions representing employees of electric light and power companies.

Philadelphia Electric Company, 110 NLRB 320. Unit of all generating stations (including substation operators and stores employees working within the confines of generating stations) contended for by IBEW is appropriate notwithstanding a Company had contended that the only appropriate unit was on over-all unit covering gas and electric production and distribution. Alleged history of broader basis bargaining with Independent Group Association was held not significant where no agreement was signed and I.G.A. did not intervene. Single generating station under contract was excluded from voting unit.

Safe Harbor Water Power Corporation, 109 N.L.R.B. 1365. N.L.R.B. refused unit of generating station employees excluding transmission employees and village employees, but allowed election on single unit basis, ruling that substantial interchange between production and transmission employees and comparability of rates of pay and working conditions required their inclusion in one unit.

Riegal Paper Corporation, (4-RC-2857). NLRB granted IBEW request for election in unit of company's four power houses which produced electric and steam power for manufacturing operations with some sales to outside buyers. Company contended for over-all production and maintenance unit, claimed history of such was shown by series of petitions by Paper-makers Union. The National Labor Relations Board held that the requirements of traditional representation as specified in the *American Potash* decision do not apply where there has been no previous history of collective bargaining on a plant-wide basis.

Penn. Labor Relations Board v. Pennway Television Service Co. [L. U. 1481] (4A CCH Labor ¶49,365, 7/13/56). IBEW secured ruling from the Pennsylvania Labor Relations Board on behalf of

the local union that the employer who discontinued service department shortly after the IBEW won the election and transferred function to new corporation formed by anti-union employees, did so not for economic reasons as claimed but to avoid bargaining duty. The case was ultimately appealed to the court which modified the enforcement provisions of the decree.

Housatonic Public Service Co., 111 N.L.R.B. 877 [L. U. 1817]. Employer, created by merger of three companies for one of which IBEW was certified, U.W.U.A. being certified for the other two, sought a system-wide election for all employees in order to displace one of the two unions on the property. The National Labor Relations Board dismissed the company petition at the request of the unions, since no union sought recognition for other than its existing divisional units.

F.C.C. Remote Control Rule Making—This rule-making proceeding (seeking extension of remote-control to high power and directional stations) was instituted by a 400-page technical presentation filed by the National Association of Radio and Television Broadcasters, in response to which IBEW filed a 50-page set of comments pointing out inadequacies of the petition from a technical and legal viewpoint. The N.A.R.T.B. subsequently filed "reply comments" which in effect amended its petition by cutting down the measure of relief sought. On September 27, 1957 the F.C.C. granted extension to high power and directional stations but imposed substantial conditions (mainly a requirement of showing reliability of transmitter). IBEW petitioned for rehearing on basis that F.C.C. failed to indicate basis on which it acted. After N.A.R.T.B. filed opposition to rehearing F.C.C. replied in general language that it had acted on the basis of all "reports and records" available. This proceeding lasted for approximately one and one-half years during which the proposed changes were deliberated. The IBEW participation assured a careful study of the problem and assisted in pro-

ducing the changes described above.

Westinghouse Electric Corp. (Friendship-Baltimore). (5-RC-1670). [L. U. 1805]. After IBEW opposition to the I.U.E. motion to amend its certification at Baltimore plants to extend to Friendship plant under agreement with L. U. 1805, Board held hearings in the course of which I.U.E. filed petition for election. Board ordered election on grounds that the agreement was made before manufacturing operations commenced. The IBEW filed objections and thereafter exceptions on grounds of I.U.E. propaganda in ballot boxes, and overlapping of unit with another election on same day. Board certified I.U.E. (119 N.L.R.B. No. 135). Thereafter the Regional Director dismissed charges of the I.U.E. seeking *Brown-Olds* relief against the IBEW local on letter disavowing representation.

Bell Telephone Co. of Pa., 118 N.L.R.B. 371. By filing R. M. petition the employer sought a National Labor Relations Board determination of the status of "supervisors." The IBEW filed brief *amicus* supporting local union position on merits but raising jurisdictional question in view of fact no election was sought by any party. The National Labor Relations Board accepted the IBEW contention and dismissed the company petition, refusing, in absence of certification or request for election, to decide the matter in the nature of an advisory opinion. The effort of the Company to remove a large number of employees through this proceeding did not have the intended result.

Northern Indiana Public Service Co. (13-RC-4971). The IBEW contended that purposes and policies of the Act required that the non-complying intervenor (having contractual interest) be placed on ballot. The National Labor Relations Board rejected this view but following the United States Supreme Court opinion in *N.L.R.B. v. U.M.W.*, 34 Labor Cases ¶71,257 (2/3/58) changed its position. In the *Retail Associates case*, 120 N.L.R.B. No. 66 A (5/27/58), the Board placed a non-complying

union on the ballot in an R.M. case, and later did likewise in an R.C. case (*Concrete Joists and Products Co.*, 120 N.L.R.B. No. 198), citing favorably the earlier IBEW brief in the *Northern Indiana Public Service Co.* case.

W.T.V.J., 120 N.L.R.B. No. 155 [L. U. 349]. The National Labor Relations Board agreed with IBEW and Trial Examiner that the employer discharged employees for union activities rather than as claimed for over-long dinner hours. Board dismissed the 8 (a) (5) charge on the basis the unit requested (production department) was not appropriate since it did not include program planning employees.

Local 150, I.U.O.E., Turner Construction and Hinote Electric (39-CD-23) interim ruling of National Labor Relations Board dated 6/11/58 [L. U. 390]. In Section 10 (k) proceedings the National Labor Relations Board refused to set aside the employer's assignment of work to IBEW. Thereafter, in Sec. 10 (b) proceedings, respondent sought to litigate the issue further and took a special appeal from the examiner's denial of motion to take depositions on the issue. The IBEW opposed the Respondent Union and the Board sustained Examiner—opinion deferred until final decision of case.

Pittsburgh Plate Glass Co., 117 N.L.R.B. 1728. The National Labor Relations Board granted the IBEW request for election in a unit of maintenance electricians at a new plant of a glass manufacturing company. The company had contended: (1) craft units were not appropriate in view of integrated operations and (2) any craft unit should be co-extensive with historical multi-plant unit.

New England Power Co., 120 N.L.R.B. No. 98 [L. U. 849]. The National Labor Relations Board dismissed the Brotherhood of Utility Workers of New England petition for election in a unit of production-transmission company (represented by L. U. 849, IBEW) where employees' operations were closely integrated with affiliated retail distribution companies in the same geographical area and bar-

gaining history was on a broader basis.

Sumter Electric Co-operative, Inc. (12-RC-92) [L. U. 108]. The National Labor Relations Board rejected the IBEW contention that it should assert jurisdiction over electric utilities without regard to the \$3,000,000 rule; this position having been urged by the IBEW since the *Inter-County* case in 1954. Subsequently the Board proposed administrative rule lowering the \$3,000,000 figure to \$250,000 for all electric light and power utilities including R.E.A.'s.

Baumgartner v. De Vries et al (Supreme Court of South Dakota, 42 L.R.R.M. 2627) [L. U. 426]. Award of actual (\$3,000) and punitive (\$20,000) damages against the local and International for loss in contractor's business due to picketing by the business manager in alleged violation of state "right-to-work" law. A petition for rehearing of this important case, which involves the preemption issue, was pending at the time of the preparation of this report. The Supreme Court of South Dakota, although allowing the damages item, reversed the lower court's issuance of an injunction in this dispute.

Gee v. Freeman et al. C.C.H. Canadian Labour Law Rep. ¶15,179 (Supreme Court of British Columbia 4/14/58) [L. U. 213].

Action by the expelled business manager for injunction and damages based on alleged malice, conspiracy and procedural defects in trial is dismissed. The business manager was expelled from membership on charges (principally) of working in the interest of communism in violation of the Constitution. This case, which was extensively litigated before the Supreme Court of British Columbia, held that the IBEW had satisfied all requirements of Canadian law applicable to internal union disciplinary proceedings. The Court agreed that communism is a cause detrimental to the union. It also upheld the union's refusal to issue a work permit holding this action permissible under the British Columbia statutes.

Martin v. Favell. 73 N. W. 2d 856 (Supreme Court of Michigan, 1955) [L. U.'s 557, 692, 948]. Local union members cannot maintain an action against the administrator of union (appointed by the International President) based on alleged mishandling of local union affairs and finances where such members did not first exhaust available remedies under the union Constitution. Any ambiguities in remedies under the Constitution must first be resolved by the International prior to court action thereon.

junction with other international unions, and the AFL-CIO National Legislative Committees, to provide for an additional 135,000 housing units, somewhat along the line of the Federal Housing Act of 1949; also bills to grant financial assistance by the Federal Government for the construction of community hospitals and much needed school construction. Congress only provided authority for the construction of about 135,000 housing units over a three-year period instead of yearly. The Federal Aid to Education bill to construct much needed schools, bogged down because of a Civil Rights Clause introduced by Congressman Powell of New York. However, Congress did pass the Federal Highways Act of 1956 providing for Federal Assistance in the construction of 41,000 miles of highways over a 13-year period. This is a multi-billion dollar program and it should provide many jobs over the years.

Resolution No. 6

(See pages 275, 582 and 583, Convention Proceedings)

This resolution which concerned the alerting of our members with regard to "Right-to-Work" laws was passed by the Convention. In the four years since, we believe that everything possible to alert our members and the general public to the dangers bound up in passage of these vicious state laws has been done. By means of our *Journal* and Newsletter we have pounded home, month after month, the anti-labor attributes of these laws and their potential for destroying organized labor.

Both our International Officers, our staff members and our local union officers and members have taken advantage of every opportunity to speak out against these laws and with considerable success in some quarters. Our IBEW members were extremely active in Louisiana where the law was repealed. Our members, together with other members of organized labor have been successful in many states in keeping "Right-to-Work" measures from being presented in the state legislature or appearing on the ballot.

Action on Resolutions Of 1954 Convention

The following is a brief report of the action of the International Office in compliance with the action of the 1954 Convention in the adoption of the following resolutions.

Resolution No. 1

(See pages 273, 578 and 579, Convention Proceedings)

This resolution opposing the use of *Powder-Actuated Tools*, was passed, subject to approval of the IBEW Legal Department. A careful legal review of this matter was

made and a legal opinion was rendered by our General Counsel.

This opinion appears in the section of the President's Report under the heading "General Counsel." See page 69.

Resolution No. 2

(See pages 273, 274 and 580, Convention Proceedings)

This resolution which referred to *Unemployment Relief Measures* was adopted in part.

In this regard, therefore, since the 1954 Convention, bills were prepared by the IBEW in con-

Resolutions have also been presented at the AFL and AFL-CIO Conventions as suggested.

Resolution No. 7

(See pages 275 and 283, Convention Proceedings)

This resolution was passed by the Convention and referred to *Social Security*.

This resolution was submitted to the AFL Convention as suggested and legislation was likewise introduced into Congress in accordance with the intent and purposes of this resolution. However, Congress did not see fit to reduce the age of eligibility for women (spouses) from 65 to 60 years. However it did reduce the eligibility age for women from 65 to 62, under the Social Security Act.

Resolution No. 11

(See pages 277 and 585, Convention Proceedings)

This resolution refers to the *Establishment of an Apprenticeship for Bridge Crane Operators*, and the Convention voted that said resolution be referred to our National Apprenticeship and Training Committee.

This resolution was referred to our Apprenticeship and Training Committee according to the action of the Convention.

Subsequently we received a report from the Director of our Joint Apprenticeship Committee "Bill" Damon with the following information:

"The skill of a bridge crane operator is used in the activities of utilities, shipyards, mining, and a great many manufacturing activities.

"The work of a bridge crane operator is not an apprenticeable skill, that skill being a part of a wider maintenance program.

"An exhaustive search of standards on file in this office and elsewhere, reveals no specific training requirement for this skill.

"Utilities generally follow a training procedure of requiring four to five years employment as a maintenance electrician before selection as a crane operator.

"We concur in the thinking as expressed by Resolution No. 11 but

do not believe that a long apprenticeship is indicated, rather the requirement for this skill should be stressed in our maintenance programs."

Resolution No. 12

(See pages 278 and 581, Convention Proceedings)

This resolution refers to the *Shorter Work Week* and the publicizing of the list of local unions which have a standard work day of less than eight hours, in our *Journal*.

We attempted by means of a request in our Newsletter, to ascertain which locals have negotiated shorter work days without loss of pay. While the response was not large, the results were publicized in later issues of the Newsletter and items also appeared in our *Journal* on this subject.

Resolutions No. 14, 15, 30, 31, 32 and 33

(See pages 278, 279, 280, 287, 288, 289, 586, 587, 588 and 589, Convention Proceedings)

Since all of these resolutions are on the same subject matter and pertain to the working conditions of our Brothers in the *Panama Canal Zone*, they were considered together and all passed by the Convention.

Everything possible has been done to carry out the intent of these resolutions. The 25 percent differential has been retained. A partial reduction in house rentals has been made effective. Free transportation to their homes, of Canal Zone employes and their families once every two years has been put into effect.

Other items in the resolutions have been contained in the Boos, Allen and Hamilton Report to Congress. Adoption by the Congress of many of the items contained in this report serve to comply with the desires of those who introduced these resolutions at our last Convention.

A Treaty and Memorandum of Understanding between the United States and the Republic of Panama, adopted since our last Convention, is almost certain to have its

effect in negotiating some of the fringe benefits and privileges desired.

Efforts to have civilian management of the Panama Canal instead of a military governor have failed.

Resolutions No. 16, 17, 18, 20, 21, 22, 23, 24, 25 and 26

(See pages 280, 281, 282, 283, 284, 285, 590, 591, 592, 593 and 594, Convention Proceedings)

These 10 resolutions all pertained to matters of concern to our members employed on the *Railroad* and therefore by action of the 1954 Convention all were referred to the Vice President of the Tenth District.

Here is Vice President J. J. Duffy's report on the resolutions.

Resolution No. 16—Revision of the Railroad Retirement Act.

After consultation with the chiefs of the other railroad labor organizations, it was not considered advisable to present the amendment as it was suggested in this resolution. However, revisions to the Railroad Retirement Act to enable our members to receive greater benefits on retirement were presented to Congress with considerable success. (See section of report under title "Railroad Industry" for further details.)

Resolution No. 17—Paid Sick Leave.

While this is certainly a benefit to be desired, after consulting with the other railway labor chiefs, it was considered a better plan to press for higher wage increases in our national wage movements rather than to burden our wage movements with fringe benefits as has sometimes been done in the past to the detriment of the increase in actual wages.

Resolution No. 18—Wage Increase.

Since the 1954 Convention, we have negotiated on a national basis a wage increase of 10 cents per hour effective November 1, 1956, 7 cents per hour effective November 1, 1957 and another 7 cents per hour effective November 1, 1958. In addition to the above, we have negotiated the Health and Welfare Plan for our members on railroads,

as well as their dependents, paid for entirely by the employers, which is estimated to be the equivalent of 2½ cents per hour.

Resolution No. 20—*Differential for Second and Third Shifts.*

We have discussed this subject matter with the other chiefs with whom we cooperate in national movements and there is very little interest among the other crafts in respect to this matter. Insofar as the Electrical Workers are concerned, there is but a small percentage of our people who work on night shifts. It is our opinion that differentials for night shifts would have to be negotiated with individual railroads and not on a national basis.

Resolution No. 21—*Differentials Between Journeymen and Helpers and Apprentices.*

This has to do with the differentials between the wage rates for journeymen and those for helpers and apprentices. In the dieselization of railroads, we have found that the trend is towards more mechanics working together and fewer helpers. It is our opinion that if we attempted to widen the gap between the rates for journeymen and those for helpers to the disadvantage of the helpers, we would gain very little and would cause no end of dissatisfaction among the helpers we have left. Therefore, we have done nothing up to this time, since all negotiations on a national basis must be on an "across-the-board" basis—in other words, the same amount for each person we represent, and some of the larger organizations which have a substantial number of members who are unskilled or semi-skilled employees, would not join in a national movement if it would work to the disadvantage of a substantial number of members of those organizations. However, in each of the national movements, we have tried to influence the other organizations toward going for a percentage increase instead of an across-the-board increase, but up to now have not been successful.

Resolution No. 22—*Check-Off of Dues.*

We already have the authority

to negotiate with individual carriers the check-off of dues. However, this must be done with *individual carriers* by our respective system federations and system councils. The only restriction we have placed upon them is that they are not to pay the railroad anything for this check-off. Several railroads have indicated their willingness to go along with the check-off of dues, but they want us to pay the railroad from four to six cents for each check-off. This we decline to do, and we believe that we can get the check-off without paying anything for it. In Canada, we have the check-off, as you know, but not the union shop; and the understanding in Canada is that if we agree with the carriers in the States to pay the check-off, then we will also pay the railroads for it in Canada.

Resolution No. 23—*Vacation Pay in Advance.*

It is our thought that this too would have to be negotiated on individual railroads and that we would have serious difficulty in attempting to negotiate it on a national basis.

Resolution No. 24—*Negotiations for Wage Increases, etc.*

The Railway Labor Act, as you know, is quite cumbersome and requires that we follow certain procedures in the handling of wage increases, vacations, and other benefits for our members. We are doing everything we possibly can to expedite the handling of these matters with the carriers in accordance with the provisions of the Railway Labor Act.

Resolution No. 25—*Laying Off Men on Holidays.*

This has been a serious problem with us ever since we negotiated the payment for holidays not worked. In other words, our members receive pay for seven holidays that they do not work each year, and the carriers have been attempting to chisel on this agreement. We are doing everything we possibly can to circumvent the carriers in these efforts.

Resolution No. 26—*Vacation Pay to Estate in Case of Employee's*

Death Prior to Taking His Vacation.

This matter has been taken care of. An employee's estate now receives his earned vacation pay under these circumstances.

Resolution No. 27

(See pages 285, 286, 594 and 595, Convention Proceedings)

This resolution was intended to *prevent the use of military personnel performing the work of craftsmen from all branches of labor.* Resolutions were introduced before the Metal Trades Department Convention and the AFL Convention working toward the good of eventually having legislation passed by Congress. None has been passed to date. However, 45,000 jobs formerly performed by the military are now being done by civilian employees.

Resolution No. 28

(See pages 286 and 595, Convention Proceedings)

This resolution as adopted by our Convention, had for its purpose *promotion of the union label.* The section which required that a copy of the resolution be sent every International Officer and local union was done, and of course it appears in the Proceedings of our 1954 Convention.

In addition we might say that everything possible is being done to promote use of our union label and more than 25 million are being used every year. We have participated in three National Label Shows sponsored by the Union Label Trades and Services Department of the AFL-CIO since our last Convention, plus numerous state and city exhibits. We have carried numerous items in our *Journal and Newsletter* promoting use of the label and have published two pamphlets publicizing it.

Resolution No. 29

(See pages 286, 287 and 596, Convention Proceedings)

This resolution which has for its purpose the *protection of the use of atomic power* to the extent that the Atomic Energy Commission be authorized to avoid monopoly in the civilian development of atomic

energy for non-military use, to safeguard the Government's interest, while at the same time spurring private initiative, all the while bearing in mind security restrictions.

The IBEW together with other affiliated international unions of the Metal Trades Department of the AFL-CIO, in meetings with

the Atomic Energy Advisory Committee, has stressed the importance of releasing information to private industry in keeping with the above resolution. Further comment on the IBEW in the atomic energy field is contained elsewhere in this report under the title "Utility Field" and "Further Comment on Atomic Energy."

today, constantly emphasize the importance of visual aids for getting persons to absorb vital information. Following the advice of the experts then, the IBEW in the spring of this year produced its first motion picture. Entitled "Operation Brotherhood," it tells something of the struggles and sacrifices endured by our founding fathers in order that our Brotherhood might come into being, survive and become strong.

Our motion picture will be shown to the Convention and prints are available through the office of our Vice Presidents for showing by our locals anywhere.

We have other motion pictures planned for the future as a part of an expanding educational program. This, our Twenty-sixth Convention, is being filmed for subsequent showing in our local union halls.

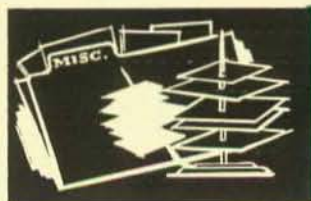
Now for a word about benefits for members of the IBEW staff. I have attempted to give regular raises as conditions indicated and our finances would permit. The Hospitalization and Medical plan, under which Staff members as well as all employees of the Brotherhood are covered without cost to them, has been recently improved so that now it is among the best in the entire country.

Another point which I feel should be mentioned briefly in this report is this. While I feel the work of our Brotherhood is necessarily my first consideration of our position in the AFL-CIO house of labor makes it imperative for IBEW officers to take an active part in the work of the AFL-CIO and its attendant departments.

In that capacity then, I have served as a Vice President of the Building Trades Department, Vice President of the Metal Trades Department, Vice President of the Industrial Union Department, and as such I have tried to the best of my ability to look after the best interests of our Brotherhood. As you know, International Secretary Keenan also holds a significant labor post—Vice President of the AFL-CIO.

In 1957, I accepted the appoint-

(Continued on page 95)



Miscellaneous

That concludes the detailed reports of certain branches of the electrical industry within the jurisdiction of our Brotherhood as well as legal matters of concern to our delegates.

There are a few other items we wish to mention before closing this report.

IBEW Newsletter

Since our last Convention in Chicago, we have adopted the practice of preparing and mailing a Newsletter regularly to all local unions, in an attempt to keep our members abreast of what is going on within the IBEW and of matters of interest to labor unionists in general and IBEW members in particular.

Electrical Workers' Journal

With regard to our monthly *Journal* we should like to say that while we have effected some economies in the producing of our magazine, we have endeavored to maintain high standards of appearance and content.

A survey was made a few months ago by means of a questionnaire sent to some 5,000 members of our Brotherhood at random, regarding our *Journal* and we were highly gratified by the expression of satisfaction expressed by our members in this regard. Two contests, the first in our *Journal's* history were conducted for *Journal* readers in the past year with a good response on their part.

Since our last Convention report it may be interesting to note that some 200 of our editorials and articles have been reprinted by other newspapers and magazines.

We do not wish to appear boastful in any way, but we do wish to share with our membership something of the prestige our magazine has won in the labor field. Since our last Convention, our *Journal* has won 10 international awards presented by the International Labor Press of America, on the basis of contests judged by outstanding schools of journalism in various parts of the country. Three of these awards were the top awards in all fields—the prize for "General Editorial Excellence" covering every phase of magazine work. This coveted award, never won more than twice by any union, has been won by the IBEW five times.

We pass this on to you not with any thought of personal gratification but with the thought of sharing with you who have helped to make our *Journal* the kind of magazine it is, the fact that it is well regarded in the labor press field. The *Journal* is under the supervision of International Representative Marie Downey in the International Office.

IBEW Film

Another item we wish to mention before closing this report touches on the field of education. Many teachers and others well versed in education and training

1958

Convention

REPORT OF THE INTERNATIONAL SECRETARY

JOSEPH D. KEENAN

To the Officers and Delegates to the Twenty-Sixth Convention of the International Brotherhood of Electrical Workers:

First, before bringing to you our delegates, and through you to the thousands of members you represent, a full accounting of the execution of my duties as your International Secretary, I should like to extend cordial greetings to you all.

This report is made in accordance with Article III, Section 5 of our Constitution and covers the period from August 1, 1954 when my last report was made to you, to August 1, 1958.

Article VI of our Constitution describes fully the duties of the International Secretary. These I have attempted to fulfill to the best of my ability. Following is an accounting of the work performed in the International Office covering those duties.

Duties of the I. S.

One of the first duties of the International Secretary is to keep correct records concerning the membership, and the business of our Brotherhood. We have had a substantial increase in membership since our last Convention. From 625,000 in 1954, in January 1958, we had 735,000 members. Since that time, we have had a period of recession and some of our local unions, particularly in the manufacturing field, have been hit and hit hard by unemployment. Therefore, our per capita payments have dropped somewhat from the first of the year. However, since most of these members are on Honorary Withdrawal Card and will begin paying per capita tax again as soon as they are called back to work, our actual membership figure has not been substantially altered.

It may be interesting to the dele-



Joseph D. Keenan

gates to this Convention and to the members who will subsequently read this report, to note the distribution of our membership state by state. These figures added to our I. O. members (those who pay their dues directly to the International Office), our Pension Members and our members in Military Service, make the total mentioned above.

Distribution of Membership
According to States

Alabama	6,736
Alaska	1,197
Arizona	4,781
Arkansas	4,225
California	62,226
Colorado	5,331
Connecticut	8,361
Delaware	1,020
District of Columbia	2,596
Florida	14,508
Georgia	7,855
Hawaii	3,276

Idaho	843
Illinois	106,407
Indiana	27,894
Iowa	8,952
Kansas	3,864
Kentucky	6,475
Louisiana	4,443
Maine	2,376
Maryland	4,637
Massachusetts	27,297
Michigan	15,326
Minnesota	11,715
Mississippi	4,014
Missouri	19,479
Montana	3,715
Nebraska	3,417
Nevada	1,420
New Hampshire	1,372
New Jersey	49,957
New Mexico	1,992
New York	73,513
North Carolina	3,728
North Dakota	1,509
Ohio	30,028
Oklahoma	2,811
Oregon	9,767
Canal Zone	393
Pennsylvania	46,647
Rhode Island	3,628
South Carolina	2,346
South Dakota	909
Tennessee	10,813
Texas	16,315
Utah	3,019
Vermont	542
Virginia	7,368
Washington	15,374
West Virginia	4,065
Wisconsin	13,069
Wyoming	1,085
Canada	35,168

Now with regard to our record keeping in the International Office, we are continually striving to improve our methods and our service to our members. In this respect I have the full cooperation of Miss Mae Bowe, senior supervisor, and Mrs. Mary Gaver and Mrs. Catherine Hooker, supervisors of our Recording Departments, and the employees who work with them.

Our aim is to process and receipt the monthly per capita reports as soon as possible, making all necessary corrections and notifying our local unions of these corrections as quickly as possible.

Work of Recording Departments

With the nearly 20 percent increase in our membership since the last Convention, the work of our Recording Departments has, of course, increased. Transfers, applications for pension, military service records, statements on standing requested by members and local unions, are all handled by these departments. We have attempted insofar as is possible, to develop improved forms to simplify and speed up both our record keeping and our correspondence with our local unions.

Since our last Convention, some changes effected by referenda and requirements imposed upon us by the Insurance Commission of the District of Columbia with regard to our IBEW members who are also members of EWBA, have added considerably to the "paper work" of the International Office. Regarding this latter provision, imposed May 1, 1957, every new applicant to the EWBA must pass a physical examination before being admitted to this death benefit feature of our "A" membership. Directives were immediately issued to all local lodges requiring compliance with the regulation as set forth by the District of Columbia Insurance Department.

As a result of this regulation of the D.C. Commission we regret very much to say that we have been forced to reject a considerable number of EWBA applicants.

It is the responsibility of our Recording Departments to see that the above ruling is complied with and appropriate action taken in every case.

Locals on Journal Sheet

In the International Secretary's Report to the Chicago Convention in 1954, we reported that a new system of dues recording and reporting was being put into effect, and we referred to the method as

the "Journal Sheet Dues Reporting System." This system employs a high speed tabulating and punch card medium. It was put into effect to save time and reduce operation costs at the I. O., but more important, to provide financial secretaries whose work is tedious and often without compensation, with a more simple and less time-consuming system of sending in reports.

At the time of our last Convention Report, the number of locals on punch card and being reported on journal sheets was 375. Today 1045 locals are journal sheet locals. You may be interested in a breakdown on this:

222 "A" locals
590 "A" and "BA" locals
233 "BA" locals

1045

Nearly 300,000 members are being serviced under this system.

In former reports to our Convention, we have referred to a figure which we titled the "Suspense Account" (amount of money unreceipted). The former International Secretaries, including Brothers Ford, Bugniazet and Milne, established a foundation of operations and they steadily worked toward reducing this account and having our receipting operations on a current basis. The last Convention report showed a marked improvement in this regard, and this situation has continued in the period of this report. We are operating on a current basis with reports being receipted in a 30-day period or less.

I do not call these facts to your attention or any other matters relative to improvement or progress, with any intent to reflect credit on myself. The founding fathers and those Secretaries mentioned above built a sturdy foundation that others could add to and readjust to times and conditions. This made it easier on all who followed them. And we have all been aided by the work and cooperation of our local union officers and members, together with the efforts of our office staff. All of these people have worked together in an earnest attempt to help the International

Officers to carry on the work of our Brotherhood as efficiently and economically as possible.

In charge of the Tabulating Department which works in close cooperation with the Recording Departments in the work outlined above is Mr. Howard Joralemon. The equipment installed by the International Office to handle this work has also been put to good use in keeping other records and making studies concerning our Brotherhood.

Certain operations for our Accounting Department, including the setting up of punch card records on our expanded real estate loan program, are being performed by our Tabulating Department.

Agreement Service Reports covering terms of apprenticeship have been set up for use of the IBEW and the NECA.

Other matters of concern to our members — man hours, death claims, medical reports and reports for our Research Department for example—are a part of the work of the Tabulating Department.

There is one other phase of recording with regard to our members' records, not yet covered in this report. I refer to the I. O. Withdrawal Card Members. The department which handles this operation is under the supervision of Mrs. Bessie Weisser.

The number of our members on Withdrawal Card remains fairly constant. At the time of our last report, there were 12,561 members on Withdrawal Card. As of the first of this year, 1958, the number of members stood at 12,809.

In our last Convention Report, we mentioned the convenient insurance type receipt book being used to record payments of our members on Withdrawal Card. This book has been well received and has saved considerable routine work in this I. O. Department.

An innovation of recent date is a small card currently being distributed to members on Withdrawal Card, which will serve as an IBEW membership and identification card.

Before we leave the area of dues receipting and recording in the International Office, there is

another point which I should like to develop briefly.

Work of Financial Secretaries

In prior reports we have spoken of the development of manuals covering the duties and the accounting procedures which financial secretaries should follow. We still have a manual in mind but one of a limited scope, as experience has proved that a manual could not satisfactorily cover all the problems that arise with the many kinds of operations necessary in the different types of local unions.

Many of our local unions have requested aid with their operational problems and with streamlining and modernizing their procedures. We have cooperated with them through their respective Vice Presidents' offices. When the Vice President has recommended or asked for our personal contact in the field, we have been most happy to be of service. In this function, International Representative Edward France of the I. O. staff, has been of great assistance to me in carrying on these field operations. Quite often new officers of a local union are unsure of procedure and need a lift to make their jobs successful. Whenever we can effectively assist in reducing unnecessary work in local unions, we stand ready to help.

So much for the keeping of our membership records. With regard to the preservation of our other records and "important papers of the IBEW business" as set forth in Section I, Article VI of our Constitution under duties of the International Secretary, I should like to state that considerable attention has been given to this phase of the work.

I. O. Files

Our General Filing Department is under the supervision of Miss Hilda Rinehart. Local union and general correspondence filing entails consignment of more than 4,000 pieces of mail to the proper files every week.

Separate files on particular subjects such as jurisdiction, amal-

gamations, National Labor Relations Board cases and many more are also maintained.

One of the largest and most important files in our system is that on Agreements. Well over 15,000 agreements are in our files and they are being received in our office at a rate of from 100 to 165 per week. A card index is kept on the Agreements, also on Appeals and Decisions, Jurisdiction, Court Cases, NLRB Cases and Amalgamations, for the convenience of our staff and local unions.

An innovation to our File Department since our last Convention Report is the addition of two duplicating machines, with an operator on duty at all times. Thus copies of documents needed by staff members and office employees in connection with their work can be provided immediately and leave files intact.

Another important department concerned with preservation of our records, is our Microfilming Department of which Mrs. Virginia Fritz is supervisor.

The Microfilming Department was installed at the International Office some 10 years ago. Since that time we estimate that more than 40,000,000 individual documents have been photographed, inspected, labeled and stored in permanent, fire proof files. Filmed documents include dues receipts, journal sheets, death benefit applications, obligation cards, death claims, pension applications, all checks issued by our Brotherhood, general records of the Accounting Department and other departments, as well as thousands of items of general correspondence.

Film Records Current

During the 10 years of its existence the employees of our Microfilming Department were forced to devote much of their time to filming the great backlog of accumulated records which had been built up during all the years of our existence as a union.

We are happy to say that this accumulation of work has all been completed and all microfilming is now on a current basis.

In addition to providing clean, compact, easy-to-check records, microfilming in our International Office has freed much valuable space formerly occupied by files, to help meet our constantly expanding operations. As we have reported before, but repeat for those who may not recall, one microfilm of filmed records saves the space required by 160 letter files of the same size.

A new piece of equipment was recently added in the Microfilming Department, one that within a matter of seconds duplicates any document on film, in a clear, legible print. This machine has proved valuable to us in providing our local unions and others with photo-stats of desired records.

Before we leave this section of the report devoted to preservation of records, we wish to say that, thanks to the interest and cooperation of our local union members, our IBEW Archives Collection continues to grow. We are grateful to all who are helping us to build our collection of historic documents and memorabilia.

Chartering of Local Unions

Other duties assigned to the International Secretary in Article VI, Section 1 of our Constitution, refer to the chartering of new local unions. Details regarding the chartering of locals and many matters relating to this work, are handled in the I. O. by Mrs. Nora Casey.

Since the Report of the International Secretary to the Chicago Convention in 1954, we have chartered 158 new local unions and during that same period we have cancelled 87 charters, as follows:

Chartered in the U. S.	134
Chartered in Canada	24
Cancelled in the U. S.	67
Cancelled in Canada	20

However, we wish to make mention here that 31 of these cancelled charters were the result of amalgamations with other locals and so no membership was lost in these transactions. When this report went to press we had 1750 local unions.

Change in EWBA

After a careful study of the periodical audit of the EWBA records, the Executive Committee of the Supreme Lodge found that certain legal questions had arisen with respect to procedures applicable to local lodges.

The Executive Committee decided, effective as of May 6, 1957, "That all local lodges of the Electrical Workers' Benefit Association consisting of less than 7 members, shall be withdrawn pursuant to the powers vested in the Supreme Lodge and the Executive Committee thereof by Bylaw IX, Section 13."

Therefore it was necessary to recall the charters of 113 local lodges whose membership covering the "A" type of members had fallen below the required 7 members.

We have 1172 EWBA Local Lodges as of June 30, 1958.

Two Railroad System Councils have been chartered since the last Convention.

We have issued 35 duplicate charters in the last four years because the original charters have been lost, or destroyed by fire. We have approved amendments to cover changes in either types of membership or trade classifications or both, for 849 local unions.

As in the past, all records required by the United States Treasury Department for purposes of Federal Income Tax exemption have been made by our Charter Department and the proper forms filed.

Referenda Sent to Locals

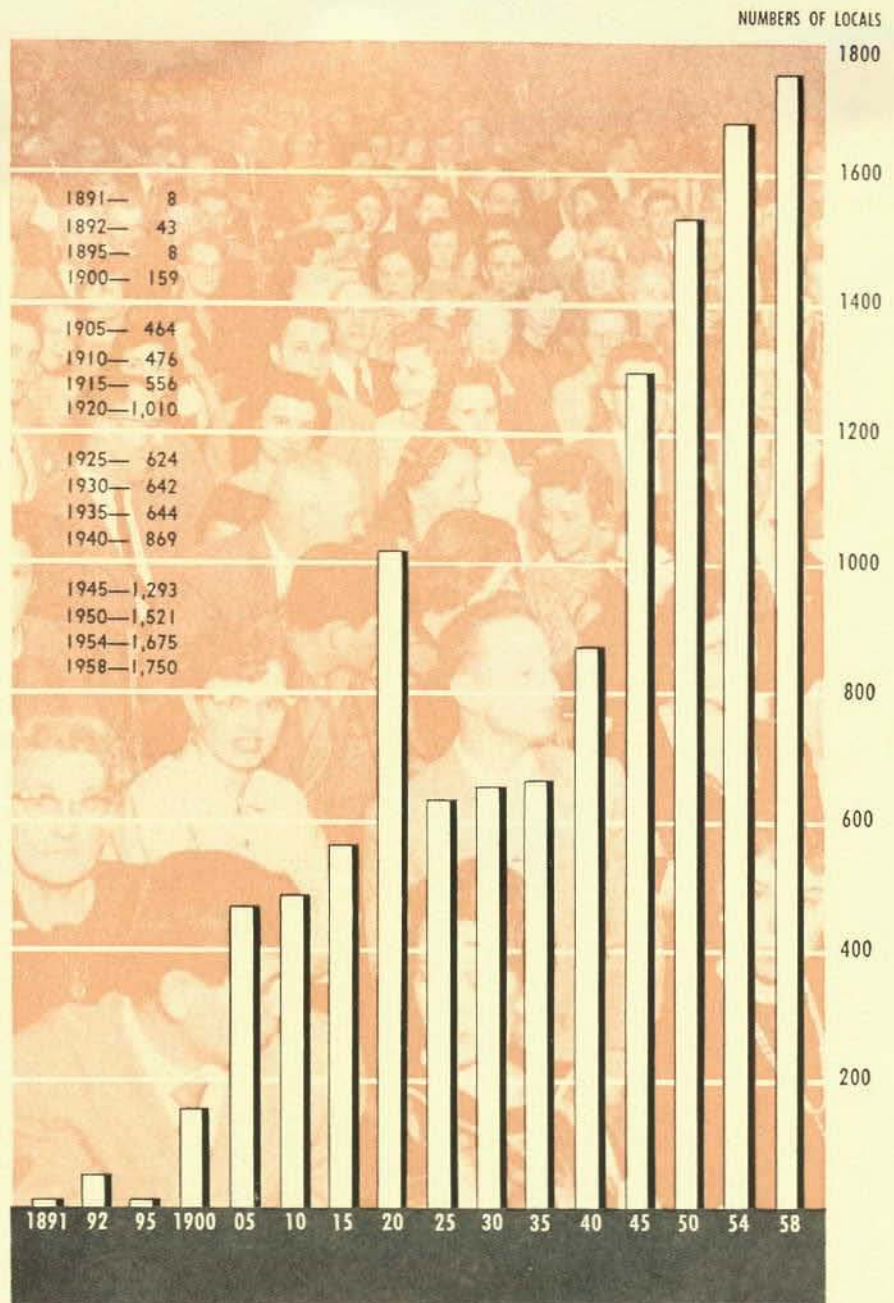
With regard to the duties of the Secretary regarding the sending out of referenda, in accordance with our Constitution, three referenda were issued since our last Convention.

The first one for which referendum statements and ballots were mailed to our local unions on May 2, 1955, concerned the following proposed amendments:
Amend Article II, Section 8 to read:

Each L. U. shall be entitled to the following:

(a) 1 Delegate for 10 to 250

GROWTH OF OUR LOCAL UNIONS



members. 1 Delegate for each additional 250 members or majority fraction thereof.

Membership	Number of Delegates
10 to 375	1
376 to 625	2
626 to 875	3
876 to 1,125	4
1,126 to 1,375	5
1,376 to 1,625	6

(b) 1 more Delegate for each additional 500 members.

Membership	Number of Delegates
1,626 to 2,125	7
2,126 to 2,625	8
2,626 to 3,100	9

(c) 1 more Delegate for each additional 3,000 members—maximum 15 Delegates.

Membership	Number of Delegates
3,101 to 6,000	10
6,001 to 9,000	11
9,001 to 12,000	12
12,001 to 15,000	13
15,001 to 18,000	14
18,001 and over	15

Amend Section 9 of the same Article as follows:

To provide 22 cents a mile to each delegate for transportation, etc., instead of 15 cents.
To delete the sentence which reads:

"Such expenses shall not be paid to more than 10 delegates from any L. U."

To add a new sentence to the last paragraph of this Section to read:

"All over \$1,250,000 in this fund at any time may be transferred to the General Fund by the I.E.C."

According to our Constitution, 60 days are allotted to our local unions in which to complete their voting and have their returns in to the International Secretary. Thus the deadline for referendum returns was July 1, 1955. The vote of our membership was overwhelmingly in favor of the referendum proposals—the total vote on July 1, 1955 being 413,044 in favor, to 36,501 against.

The second referendum was sent out September 2, 1955 for vote of our "A" members.

Following are the proposed amendments to our Constitution which were voted upon:

"Add two new paragraphs to Article X, Section 2, to read:

"Effective January 1, 1956, each 'A' member working for any employer—who is not paying toward the Pension Fund—shall pay \$1.00 a month additional for pension purposes. Effective January 1, 1957, this amount shall be increased to \$1.60. This money shall go to the IBEW Pension Benefit Fund. The I.P. is empowered to establish the procedure for payment of this money, its administration and disbursement and to issue rulings in connection with such procedure and this section.

"Effective not later than January 1, 1956, each L.U., utility joint board, utility system council, railroad council, and the I. O., shall contribute an amount equal to one percent of the gross wages paid its full or part time officers, representatives and employees—who are 'A' members—to the Employees

Benefit Board covering the area in which the L. U. is located."

The deadline for returns was November 1, 1955. The vote of our membership was overwhelmingly in favor of the referendum proposals—the total vote on November 1, 1955 was 166,197 in favor, to 34,042 against.

Referenda on Per Capita

On August 2, 1957, referendum statements and ballots were forwarded to our local unions for the vote of all members, concerning an increase in our per capita tax.

Following is the proposed amendment to our Constitution which was voted upon:

"Amend Article X, Sections 2, 3 and 6 to provide that the monthly per capita tax of each member ('A' and 'BA') shall be increased 10 cents beginning January 1, 1958 and 10 cents additional July 1, 1958. These increases shall be placed in the General Fund."

The deadline for returns was October 1, 1957. The vote of our membership again was overwhelmingly in favor of the referendum proposal. The total vote on October 1, 1957 was 406,112 in favor, to 87,549 against.

Detailed reports on the voting of each local union were published in our official *Journal*, also in accordance with our Constitution.

Our Constitution also provides that our annual IBEW audit by a certified public accountant employed by the International Executive Council, be published each year in our *Journal*. This has been done.

With this reference to our *Journal*, I should like to cover other matters concerning it.

The International President has touched on *Journal* editorial matters in his report. I have worked with Miss Marie Downey, Supervisor of the *Journal* Department, with regard to effecting some economies in the publishing of our magazine. At one time, our *Journal* was exceeding the cost allotted to it in our Constitution. At present it is being published well within the specified 10 cents per month per member, and we believe this has been accomplished without lowering the quality or appearance of the magazine.

Mailing the Journal

With regard to the mailing of the *Journal*, the Mailing Department under the supervision of Miss Margaret Cleary is making some 10,000 changes of address monthly and is ever trying to keep abreast of our moving membership.

This figure may be compared to 2,500 at the time of our 1950 Convention and 7,500 at the time of our last Convention.

With a mailing list as large as ours, containing nearly 750,000 names and addresses, and with the constant moving of members from place to place, adding of new members, deaths, members going on withdrawal card etc., it is impossible to have a 100 percent record of mailings to our members. At the time of our last Convention we had improved our record to between 85 and 90 percent. Now, four years later, it is approximately 95 percent.

New local unions which desire them are receiving packages of *Journals* for distribution to their members as soon as their charters are issued from the International Office. This continues during the two to three month period before all membership records are processed and members receive their *Journals* individually in their homes.

This small service, we felt, might be a friendly means of having our new local union members become acquainted with our Brotherhood and its other members in the various branches as quickly as possible.

In this regard, we should also like to mention that every new member received into our Brotherhood now receives a joint letter of welcome from President Freeman and myself, plus a copy of our pamphlet, "The Electrical Workers' Story." We hope that this small act of interest on our part will awaken corresponding interest in our Brotherhood on the part of our new members.

Other Duties of I. S.

Our Constitution further ascribes such duties to the International Secretary as the publication of our Local Union Directory, fur-

A LOOK AT OUR LOAN PROGRAM

nishing a correct record of the Convention vote to the International Executive Council 15 days prior to the month in which the Convention meets and posting of bond. All of these requirements have been met.

The Proceedings of our last Convention have been published and every delegate to this Convention, all delegates to our last Convention, and every local union has been furnished a copy.

In accordance with the action taken at our Chicago Convention, all amendments to the Constitution adopted by the delegates have been made in our Constitution. It was revised, changes coordinated in all sections to the best of our ability, re-indexed, printed and sent out to our locals immediately following the Convention.

Following the passage of each referendum referred to above, our Constitution was corrected and reprinted.

Still another duty of the International Secretary refers to finances. The International Treasurer's Report contains a complete audit of our books for the four-year period since our last Convention by a certified public accountant. We believe this is full evidence that our finances and accounting procedures are in good order.

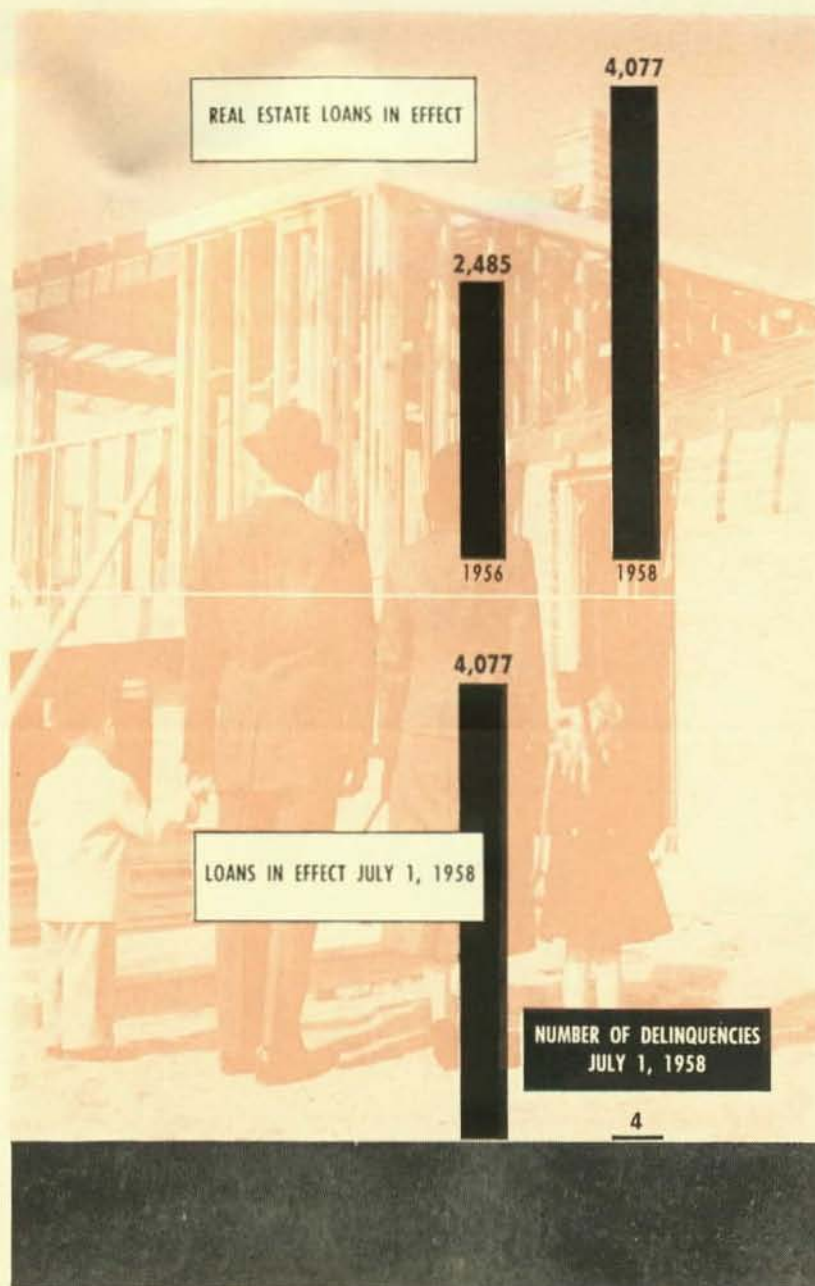
Now with regard to Article VI, Section 3 which refers to the authority granted the International Secretary and International President to make investments of Brotherhood funds, all subject to the approval of the International Executive Council, I should like to outline our investment policy in some detail.

For some time it has been the policy of the IBEW to put our funds to work to create more money for our Pension Fund and for the work of our Brotherhood. Some of our funds have been invested in insured real estate loans.

I.B.E.W. Loan Policy

In the fall of 1956, the Brotherhood adopted a new policy with regard to its loans.

All loans made by the IBEW must be in houses and housing



projects—low and middle priced, and all must be constructed by 100 percent union labor. All loans are a safe investment, since we invest only in loans insured by the F.I.L.A. or the Veterans Administration.

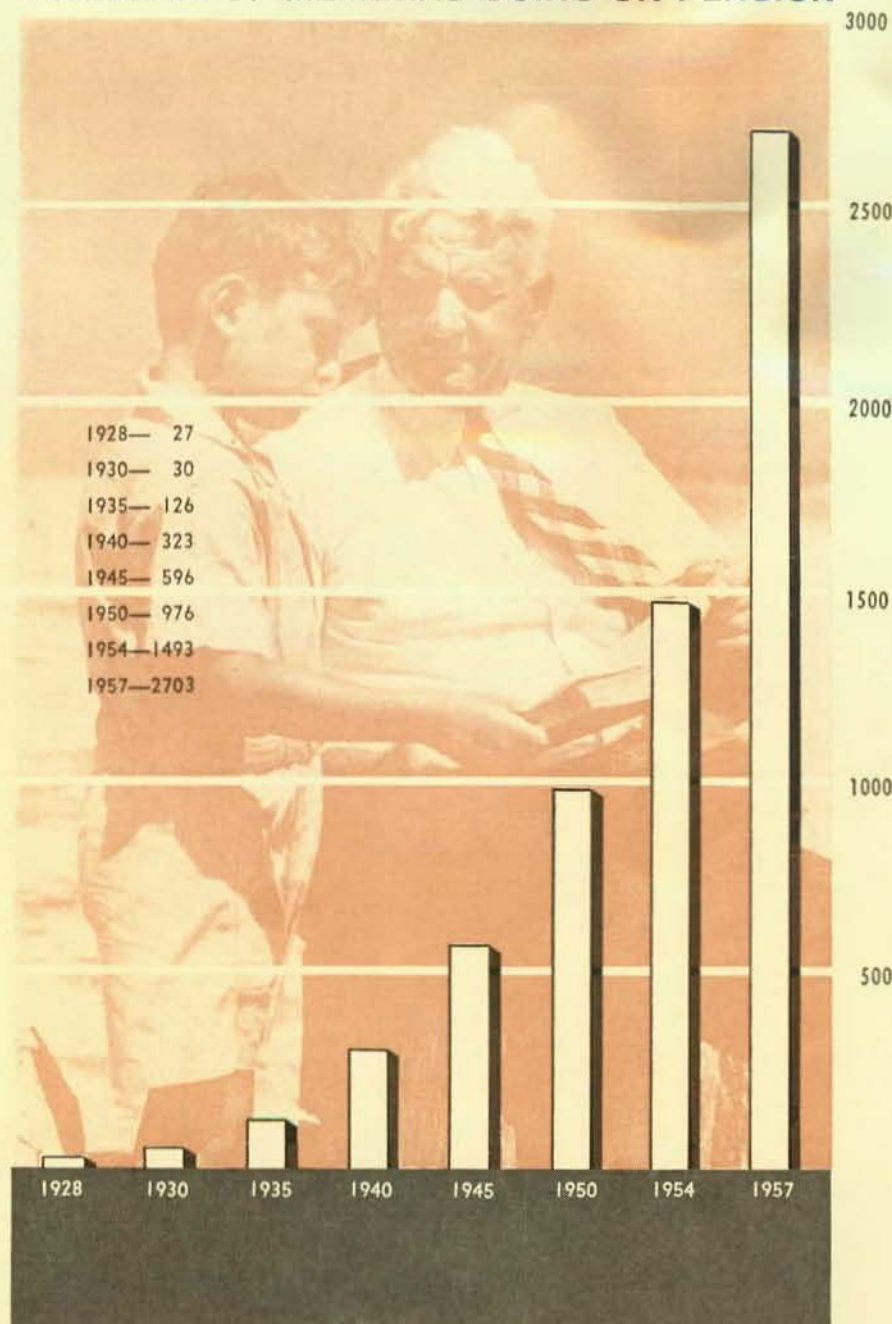
While these insured loans are usually made for a term of 30 years, statistics show that they are paid off in an average of about 12 years. Therefore, the IBEW is recovering about 8 percent of its investment annually. The interest rate earned on these insured loans is considerably higher than the return on Government bonds. The

current F.I.L.A. rate is $5\frac{1}{4}$ percent, while the rate for VA guaranteed loans is $4\frac{3}{4}$ percent.

While the IBEW is definitely interested in getting a fair return on its members' money, and building up its resources, it is also interested in the good that it can accomplish for union men and women at the same time.

Our investment program has created thousands of manhours of work for our own Electrical Workers and other union workmen of the construction trades. And it has created with its funds, homes

NUMBERS OF MEMBERS GOING ON PENSION



that working men can afford to buy. Many of our own members have been able to purchase homes at moderate cost because of the investment policy of their union.

From the fall of 1956, when our new policy was inaugurated, to June 1958, the number of IBEW loans in effect grew from 2485 to 4077. And here's another significant point, delinquencies in these loans have been almost nil, which speaks well for the integrity of working people.

Another note on our investment program—our growth in loans took

place in a period of "tight money." Our insured loans contributed in some part to fighting the recession.

One more comment on our program. Under the Capehart bill, we have also invested in housing developments for the armed forces. And we have been able, by using our own money, to demand union labor on our investment projects, even in such "Right-to-Work" states as Arkansas and Georgia.

Our loan program has won for us some pretty good publicity throughout the country, at a time

when the anti-labor climate of both the Congress and the general public has made all of organized labor suspect.

Publicity on Program

I should like to quote a section of noted Newsman Victor Riesel's comments on the subject, as they appeared in his syndicated column.

"This is a story of loans from union treasuries—with interest, human interest. It's the story of Air Force personnel who are at home in the air but have no place to live on the ground over which they streak at 2,000 miles an hour as guardian angels.

"These are the men who fly the giant bombers for the Strategic Air Command and the jets for the fighting wings. They're at jam-packed bases desperately short of decent living quarters for the Air Force personnel—because the Defense Department is short on cash for housing construction.

"For months now the Air Force has been looking for scores of millions of dollars to finance this housing construction but money is tight and it could not be gotten from banks and other investors.

"Finally the Air Force got to two unions—and it now has at least 40 million dollars with which to build comfortable low-cost homes for the men expected to protect us.

"And if Senator John McClellan wants to see the result of honestly-kept union funds, he need only drive out from Little Rock to the Strategic Air Command base outside that city. *There the International Ladies' Garment Workers' Union, led by David Dubinsky, and the International Brotherhood of Electrical Workers, led by Gordon Freeman and Joe Keenan, got up 10 million dollars apiece to build Air Force personnel housing.*

"It has never been publicly reported that the Electrical Workers have put a total of 10 million more in similar home building at Fort Stewart, Georgia, a base near Providence, Rhode Island, and another in New Mexico. Add to this, another 10 million which Dubinsky's needle trades workers have just put into a similar project at the Stead jet fighter base outside Reno.

"No slot machine gamble, all this. These investments are doubly insured and bring 4 percent interest to the unions.

"For neither union is this mortgage venture an experiment. Dubinsky has some 85 million dollars earmarked out of his union's funds which total about a quarter of a billion dollars and increase at the rate of 25 million dollars a year in cash.

"As for the Electrical Workers, they have not put a limit on the money they're investing to wipe out slums and make jobs.

"They're in it for the duration at the rate of 18 million dollars annually in addition to the money they've lent the Air Force and the Pentagon for construction of homes near the military centers.

"We're not only interested in keeping construction going but in building homes in that price range which all working people can afford," Gordon Freeman and Joe Keenan have said.

"For them this investment adventure began last May (1956) when some of the Electrical Workers' union leaders were in San Francisco. They talked to construction company people who told them they would have to go out of business and drop some 1,400 construction workers unless the tight money market eased. There was just no money to be borrowed.

"The union men returned to Washington. After looking over the money market they decided to throw in money from the organization's Pension and Death Benefit Funds.

"They figured they could put up 1½ million dollars monthly for construction projects. This money would be safeguarded in Government guaranteed mortgages, keep men at work and rip the rat-hole buildings out of major city slums.

"So, today the Electrical Workers Union is lending money to contractors in San Francisco, Minneapolis, St. Paul, Kansas City, Chicago, St. Louis, Detroit, Cleveland and New York City."

We bring you this rather detailed account because we would like our members to feel a sense of pride, that when some other

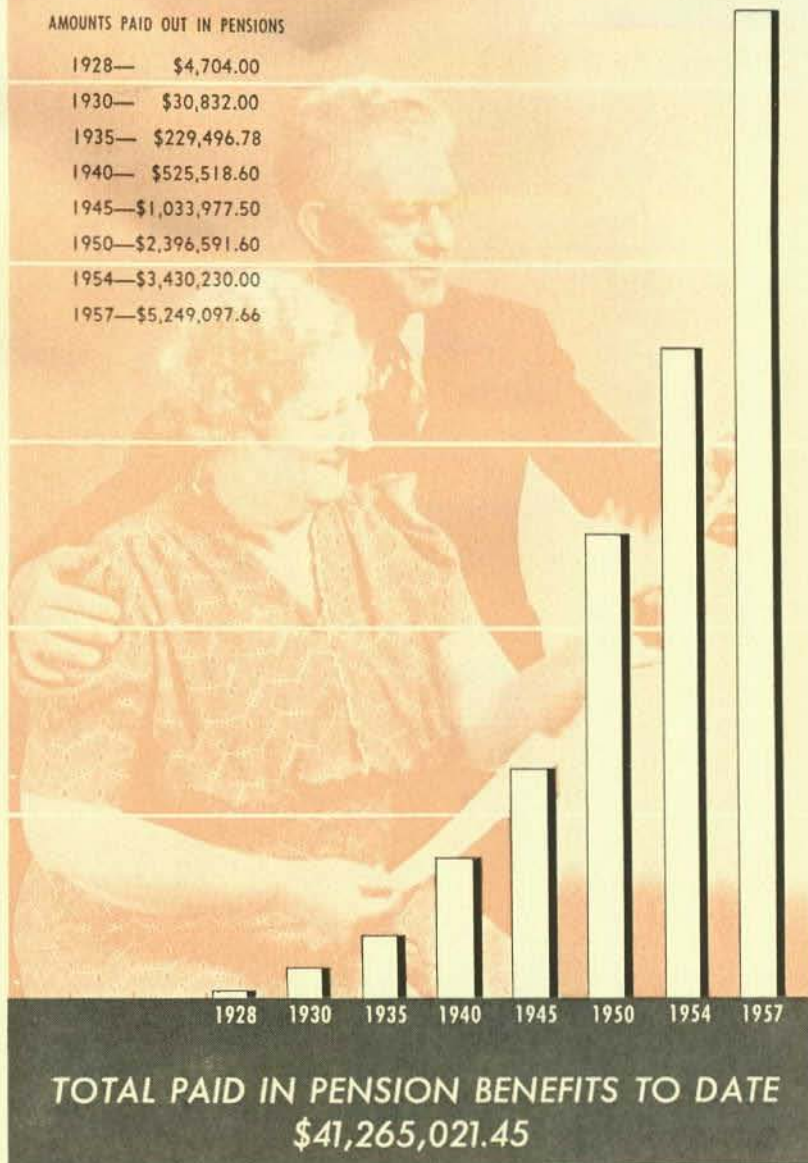
AMOUNTS PAID OUT IN PENSIONS

MILLIONS OF DOLLARS

6

AMOUNTS PAID OUT IN PENSIONS

1928—	\$4,704.00
1930—	\$30,832.00
1935—	\$229,496.78
1940—	\$525,518.60
1945—	\$1,033,977.50
1950—	\$2,396,591.60
1954—	\$3,430,230.00
1957—	\$5,249,097.66



unions are being "called on the carpet" and criticized for misuse of funds entrusted to their charge, our union is investing its funds safely in projects that help our own members and other working men and women, and are winning some favorable comment for the IBEW on the public relations front, to boot.

In our investment program and operations of our Accounting Department, International President Gordon Freeman and I are greatly aided by Mr. Leo Woolls, supervisor of the Accounting Department, and his staff.

Our Pension Plan

At this point, I should like to discuss our Pension Plan. The number of members on pension has nearly doubled since our last Convention. As of June 30, 1954 we had 5,652 receiving pension. This year, on that date, 10,103 were on pension. Charts presented on these pages point out rather vividly how our pension rolls are increasing.

We are doing everything in our power to continue to strengthen and stabilize our Pension Fund. The report of the President refers

AMOUNT OF DEATH CLAIMS PAID

MILLIONS OF DOLLARS



money to our Pension Fund. The goal of this Silver Jubilee Plan as set by former International Secretary Milne—of \$10 million, was met last year we are happy to say.

Death Benefits

Another item which has to do with finance is the payment of our Death Benefit claims. These are handled by Mrs. Bertha Bridges. In each case when one of our members dies, every effort is made to pay his death claim immediately. In the four-year period since our last report \$9,043,403.24 has been paid out in death claims. (See chart on this page.) This is an increase of \$2,251,786.38 over the four-year period of our last report. Since our Death Benefit was inaugurated in 1922, we have paid out a total of \$34,348,423.

The issuing of our Death Benefit Certificates is handled in another department, with Miss Marjorie Radbourne in charge. Some 20,000 benefit certificates for both IBEW and EWBA Death Benefits are issued yearly. In accord with the directive of the Insurance Commission of the District of Columbia, requiring physical examinations of all applicants for EWBA, this department must receive a physician's approved report before any certificate can be issued. Many hundreds of "change of beneficiary" notices are also processed by our Death Benefit Certificate Department in the course of a year.

Department of Research and Education

There are other operations of the International Office which also come under the direction of the International Secretary. One of these is our Department of Research and Education of which International Representative James E. Noe is Director.

Some changes have been effected in the set-up and operation of this department since our last Convention, in an effort to provide more service to our members.

The basic purpose of the Research Department—to supply the material needed by our members to meet the problems facing them

to enforcement of the one-percent plan with members of our employer group, the NECA, and we note a decided improvement in the number of delinquencies.

Now in this report, we have a significant statement regarding a change with regard to pension payments to our eligible members.

During the past 10-year period, all pensions to IBEW members have been paid out of the National Electrical Benefit Fund. Effective in June 1957, by ruling of the National Labor Relations Board, our Employees Benefit Agreement was amended to provide that for

the next 10 years (from June 1957) all new members going on pension will receive their 50-dollar monthly pension check from the IBEW Pension Fund.

Of course, this NLRB ruling will have the effect of decreasing our IBEW Pension Fund. However, we have been building the fund up for many years and we shall continue to do so, in order that we may meet the ever-increasing number of members going on pension.

In our last Convention report, in the section on our pensions, we spoke of our Silver Jubilee Plan whereby our local unions loaned

at the bargaining table and elsewhere—is the same as when the Department was established in 1924. But the growth in size of our Brotherhood has brought a corresponding increase in the work and responsibility.

More locals are requesting services, and the scope of their requests has broadened. Economic and technological changes have made the problems facing our members more complex and have brought new ones which the department is helping our members solve.

A complete list here of the services available from the Research Department is impossible. They are constantly expanding to meet new needs. But some of the basic services include:

- Contract and wage analysis, and agreement surveys for nine segments of the electrical industry;

- Supplying and analyzing company financial reports;

- Analysis and advice on pension, insurance, and health and welfare plans;

- Counseling on job evaluation, wage incentives, time-and-motion study plans, and profit-sharing schemes.

The Research Department also supplies material for special reports by staff members and officers, speeches, articles, Congressional hearings, arbitration cases, etc. It provides information to students and others outside the labor movement who want to know something about the IBEW.

With regard to education, the Research Department cooperates with other departments in vocational training programs. Recently it was given responsibility in the field of general trade union education for our members. It is working now on plans for such a program.

The department cooperates in programs of safety education for our members. The Director of Research and Education has been named by International President Freeman to represent the IBEW on the Labor Conference of the National Safety Council.

We Need Help of Our Locals

In order to provide the best possible service to our members, there must be a *two-way* flow of information between the Research Department and our locals. One of its main jobs is to supply supporting evidence for use in contract negotiations.

IBEW agreements on file, from which the surveys are made, provide much material. But when vital information, such as wage data, is not supplied, the Department is hampered in its work.

Therefore we stress the importance of including with each agreement a complete job classification and wage schedule for the bargaining unit covered. We also stress the need of receiving information on the products or services of the employer, the number of workers in the bargaining unit covered, the average wage adjustment, and the value of fringe benefits. We urge more use of the Agreement Summary Sheets to provide the supplementary information needed to serve you better.

Within the limits of its facilities, the Research Department is ready to give all possible help in answering your requests. You can help it serve you by making your requests definite and by allowing enough time to fulfill them properly.

It is the responsibility of the International Secretary's Department to arrange bond coverage for local union officers. Mrs. Jean Zelig handles all details with regard to bonds.

Bonding Operations

Our bonding program provides that all officers, representatives, shop stewards and employees, paid or unpaid, of every local union, are bonded for a minimum of \$2,500.

Since our last Convention we have been able to make an additional protection policy available to our unions in the form of a combination burglary and robbery policy. Local unions may now obtain this coverage at a cost of \$2.50 per year per \$100.

Another operation which comes

under the direction of the Secretary is the Union Label. Miss Doris Froman is in charge of the checking and dispensing of union labels to the local unions which use them.

In the past four years, our International Representatives in the Manufacturing field have met with considerable success in adding new IBEW products to the list of those which bear the union label.

Since our last Convention, over 120 million labels have been issued to our local unions.

In an attempt to have our members and the general public learn more about the purpose and use of union labels, two new booklets on the subject were published this year, "The Story Behind the Label," and "25 Million a Year."

In 1956, your International Officers decided to once again join the AFL-CIO Union Label and Service Trades Department, in the production of its annual Union Industries Show. We therefore participated in the 1956 show in Seattle, Washington, the 1957 show in Kansas City, Missouri, and the 1958 show in Cincinnati, Ohio.

Duplicating Service

There are other departments in the Secretary's Department at the I. O. which function to give service to the Representatives and other employees at the I. O. and to the membership in general. One of these is our I. O. Print Shop or Duplicating Department, supervisor of which is Mr. Ted Gussin.

This department arose out of the great need engendered at the I. O. to supply numerous copies of forms, agreements, wage surveys and other types of material to our local unions, organizers, or officers in a short period of time. The I. O. has always employed commercial printing houses to reproduce material for its numerous uses, and of course the bulk of its printing is still done in commercial establishments. The activities of our Duplicating Department have not encroached in any way on the sales of commercial printers with which the IBEW deals. Its work is to perform quick, on-the-spot

service and to relieve clerks and typists for other work.

Therefore, because of the increased volume of work and because of the importance of the time element in so many cases, our Duplicating Department was set up in International Headquarters in order to insure quick service in special instances. Offset printing press equipment was installed and union printers are engaged to operate it.

Many jobs, which if done manually on typewriters would require many days of work, can be disposed of in an hour or two in our Duplicating Department.

These jobs are numerous and varied.

When proposed agreements are being prepared for negotiation, this department reproduces copies so that all members of the Negotiating Committee may have copies to work from. Such jobs must often be ready on a few hours notice.

Surveys of wages and other contract changes for the Utility Industry, Telephone Industry, Electric Sign Industry, Inside and Outside Construction Industry and Motor Shops are reproduced in this department periodically and sent to the Vice Presidents and to the International Representatives concerned.

Other work includes the reproducing of briefs for the Legal Department, running of news releases, speeches, and many other kinds of information required in quantity, as well as letters, directives and inter-office communications.

Another adjunct of the Duplicating Department is the Addressograph Division. In this section permanent mailing address lists are cut and maintained for all local union business managers and financial secretaries, as well as the International Staff. This makes possible the accurate addressing of thousands of envelopes in a matter of hours.

This equipment also makes possible the issuing of more than 10,000 Pension Member checks monthly, which is also the duty of this department. Checks are run at

the rate of 120 per minute which is an important factor in seeing that the Pension Members receive their checks promptly and with a maximum of efficiency on the part of the International Office.

Issuing of supplies is still another function of the Secretary's Department. Our Stock Room and Mailing operations are in the charge of Mr. Daniel Wrenn.

Volume of Supplies

It may surprise the delegates to this Convention and other readers to know that the following volume of supplies and mail were sent out from our Stock and Mail Room since our last Convention:

More than 40,000 Receipt Books, over 500,000 Constitutions, nearly 2 million pamphlets, three million blanks, forms and items of stationery, over a million post cards, some 3,000,000 strip receipts, 20,000 local union books, over 50,000 packages, 150,000 safety posters, 4 million pocket calendars and safety cards and over 900,000 pieces of first class mail.

That is somewhat of an imposing record, indicating a lot of "paper work" performed by both the I. O. and our local unions.

While we are referring to stock items sent out from the International Office, we are continuing to send out large quantities of Certificates of all kinds. This special operation of the Secretary's Department grew out of a resolution proposed by L. U. 11 at our 1948 Convention and unanimously passed by the Convention Delegates.

In the past four years, more than 40,000 Apprenticeship, Pension, Service, Tribute and other certificates and cards have been inscribed at the International Office and mailed out to our local unions. We are proud of the fact that more than 1500 of our members have received 50-year scrolls, cards and diamond pins; five have received 60-year pins and one member, Percy Wissinger, our first International Treasurer, a 65-year pin. Brother Wissinger, a member of L. U. 1, incidentally, is still working at the trade.

Another adjunct in the International Secretary's Department is

the work of Ladies' Auxiliaries. Many of our local unions have encouraged the formation of ladies' auxiliaries especially to promote use of union label goods and services and help in registration and "get-out-the-vote" campaigns. We have aided our auxiliaries wherever possible by supplying them with literature and information and assisting them in having their units affiliated with the AFL-CIO.

Office Employees Union

Before closing my report on the functions of our International Office, I should like to make mention of labor-management relations in the headquarters office. Our employees belong to Local No. 2 of the Office Employees International Union. Each year in November, members of the Union Negotiating Committee meet with me in collective bargaining sessions. Each year wage increases have been given to our employees in line with those obtained by our members in their negotiations. Fringe benefits for our employees have been improved and recently one of the best Hospital and Medical Plans available was set up for our employees at no cost to them.

In concluding this brief summary on our International Office operations, I should like to stress the fact that again, whatever we may have accomplished in four years, has been due only to the hard work of our office staff and through the splendid cooperation we have received from our local union officers and members. We have listed the names of some of our supervisors here. We only wish we could list the names of all the people who worked with them to keep our office running and giving whatever service we could to our membership. May I say a special word of thanks to R. W. McCambridge, our office manager and to Donald Fancy for their assistance and also to Miss Bernadine Quinn, Mrs. Dorothy Cherry and Miss Mary Heister for their cooperation and help during the past four years.

There is another area which I must touch on before ending the

report of the International Secretary to this our 26th Convention.

While the time of both International President Gordon Freeman and myself is, of course, devoted to the work of performing our duties as your International Officers and handling affairs of our Brotherhood, the position of the IBEW as one of the largest and strongest unions in the overall family of labor carries with it responsibilities and duties to the organized labor movement and which responsibilities must necessarily be executed by us, your officers.

Other Activities of Concern to IBEW

Since our last Convention in Chicago, a great change has taken place within the parent bodies of our unions in the United States and Canada. I refer to the merger of the American Federation of Labor with the Congress of Industrial Organizations in December 1955. This merger has had many ups and downs in the past three years. Some situations have resulted from the merger which have not been pleasing to us in the International Brotherhood of Electrical Workers. Others have offended other unions both former AFL and former CIO organizations. The point I am trying to make here is that the merger, while far from perfect, is our best chance for strengthening the entire labor movement. In the anti-labor climate in which we find ourselves today, we have got to stick together or we may find our unions and the benefits they have built up so laboriously through the years destroyed.

With that end in mind then, first preserving the best interest of our Brotherhood, and then the welfare of all organized labor, President Freeman and I are serving in various positions with the AFL-CIO and other committees outside the labor movement, and giving

our efforts to the best of our ability.

As you know President Freeman is serving as a Vice President of the AFL-CIO Building Trades Department, Metal Trades Department and Industrial Union Department.

I am serving as a Vice President and Executive Council Member of the AFL-CIO. In that capacity I have attended all meetings and served on all special committees as requested. In this capacity I was a Fraternal Delegate to the 1957 British Trades Union Congress Meeting in Blackpool, England. In 1956 I also served as a Workers' Delegate to the Sixth Regional Conference of American States Members of the International Labor Organization, which met in Havana, Cuba.

AFL-CIO Standing Committees on which I am serving to the best of my ability are the Secretary-Treasurers' Committee, Committee on International Affairs, Committee on Housing, Committee on Education, Economic Policy Committee, Community Services Committee and Civil Rights Committee.

Two sub-committees which I felt were important and to which I have lent whatever aid I could as a member are the Sub-Committee on Atomic Energy and Research Development and the Sub-Committee on Farmer-Labor Relations.

Two special committees, the Building Trades and the Industrial Union Department Committee, whose deliberations were of great importance to the IBEW, and the Literature Committee of the Industrial Union Department, are others on which I have served at some time during the past two years.

This spring I was elected a Vice President of the Union Label and Service Trades Department of the AFL-CIO. In this capacity I hope to be able to contribute at least in some small way to the promotion

of IBEW goods and services and of all union label products and work.

Government Work

As our delegates may recall, my work during the war years was with the War Production Board. I have continued to represent the AFL-CIO in the service of our Government as Special Assistant for Labor to the Director in the Office of Civilian Defense Mobilization.

Other committees and organizations not directly connected with the IBEW or the AFL-CIO or our Government, but the work of which vitally concerns our membership, and on which I have served, are the Canadian-American National Planning Committee, the American Arbitration Association, and ACTION Committee (for Improvement of American Neighborhoods).

This seems like a long roster of committees. I present it here only so that our people will know that President Freeman and the other Officers of our Brotherhood and I are cognizant of the problems which affect our people on all sides and we are taking whatever means that presents itself—which must chiefly center on getting together with other people and formulating a working plan—to try to help IBEW members and all members of organized labor, and finally all working men and women.

On that note I will close this report with a sincere note of thanks to President Freeman, our other Officers, our International Representatives, our local union officers and members, for the splendid cooperation and assistance rendered to me during my term of office as International Secretary.

Respectfully and fraternally
submitted,

JOSEPH D. KEENAN,
International Secretary

Cleveland Conventions

(Continued from page 28)

Convention. There were moments for memory and sorrow too, when delegates rose and stood in silent prayer for those Officers and Brother and Sister members who had passed on since last we met. One of our long-time members in attendance at the Convention, Clem Preller of Local 26, Washington, D. C., passed away while the Convention was in session.

We had many fine visitors attending Convention sessions—the Australian Fraternal Delegates, the Korean delegation and the Japanese delegation.

We had a group of 30 Seminars sponsored by the National Religion and Labor Foundation, together with its Director Dr. Clair Cook.

A group of officers and district representatives of the Northern Electric Employees Association (NEEA) and the Northern Electric Office Employees Association (NEOEA), independent unions which presently represent employees of the Northern Electric Company of Montreal, Canada, were guests of the IBEW for the duration of the Convention.

Once more a Convention of the IBEW is now history, but we hope its scope, its deliberations, and its spirit as "Operation Brotherhood" will live on for many years to come.

Convention Committees

INTERNATIONAL PRESIDENT'S REPORT COMMITTEE: O. L. Kerth, Chairman (816), Margaret Adams (1061), M. J. Collins (569), L. E. Darsey (59), Murray Davidson (1590), G. L. Gill (876), Mae C. Healy (1005), Thos. F. Kearney, Jr. (99), Geo. W. Magdich (1193), Frank L. Nero (880), G. V. Partridge (532), A. M. Ripp (589), W. Harold Veazey (295).

INTERNATIONAL SECRETARY'S REPORT COMMITTEE: W. R. Boyd, Chairman (51), H. A. Baker (347), E. J. Bird (202), Carl F. Brown (322), F. E. Clark (968), Della S. Duren (1998), John J. Kapp (3), David Keir (424), J. C. Lanier (398), H. R. Pettet (387), W. H. Schnurbusch (159), F. J. Scully (420), S. L. Wilkinson (1829).

INTERNATIONAL TREASURER'S REPORT COMMITTEE: A. J. Mackie, Chairman (3), L. A. Cope (291), Frank Corrigan (1188), John R. Dy-sart (444), M. J. Gardinier (1035), W. C. Johnson (349), Benjamin G. Luding (536), John B. McCauley (342), Paul E. Nolte (1), Philip J. Stuart (1861), Geo. E. Thomas (245), Ronald T. Weakley (1245), Ruth Hughes (808).

INTERNATIONAL EXECUTIVE COUNCIL REPORT COMMITTEE: John B. Smith, Chairman (558), Geo. K. Bock (690), W. J. Clay (782), Howard Cornish (141), Irving A. Cowan (797), Clyde J. Giles (31), George Hope (773), Stewart N. Kistner (908), Ralph A. Leigon (357), John F. McDermott, Jr. (137), Angelo G. Pangos (1081), A. W. Schmidt (108), W. J. Tallant (1794).

LAW COMMITTEE: W. L. Vinson, Chairman (125), E. H. Brunner (38), E. W. Burnette (175), Samuel Di-Ubaldi (1470), James Doran (1116), Mrs. M. Frances Guilford (1285), A. F. Harvey (124), R. R. Kyle (682),

James Lance (11), W. L. Morriss (304), George Page (911), H. D. Parker (889), James S. Quinlan (134), Joseph A. Slattery (103).

GRIEVANCE AND APPEALS COMMITTEE: Thomas J. Murray, Chairman (134), P. W. Anderson (1362), J. Frank Atwood, Jr. (1224), J. A. Battle, Jr. (1391), Henry Clay-patch (886), Norman R. Dean (969), W. H. Diederichsen (617), S. J. Donnelly (96), J. C. Epperson (66), Wm. Farquhar (353), Joseph F. Kreh (292), R. W. MacGregor (1049), H. F. Melton (365).

FINANCE COMMITTEE: E. P. Taylor, Chairman (18), Al A. Bradley (76), M. F. Darling (1031), L. C. Farnan (68), P. J. Gonzalez (266), J. F. Henderson (379), Horace E. Howe (333), W. H. James (1464), Carl M. King (28), Gladys B. Miller (1873), C. H. Pillard (41), W. B. Walsh (561), W. N. Westbrook (435).

RESOLUTIONS COMMITTEE: L. R. Baker, Chairman (734), Wilfred Chartier (568), Jos. C. Gramer, Sr. (25), Joe S. Harmon (253), A. S. Kendall (53), V. G. Pearson (57), A. A. McGlinchey (1505), Mary J. Oren (1171), George R. Shaul (584), H. S. Silvernale (77), J. R. Watkins (1376), J. L. Webber (214), E. W. Younger (1087).

SERGEANT-AT-ARMS AND ASSISTANTS: Wm. Sorenson, sergeant-at-arms (215), T. G. Beckham (1493), J. B. Brown (1432), Thomas W. Busenbark (354), Curtis L. Coate (677), Thomas J. Dee (397), Agnes Dillon (1472), Frank J. Faul (9), J. F. Fitzgerald (1703), Carl Gustafson (55), W. A. Hayward (465), W. R. C. Lang (120), M. H. McDonnell (1305), Albert L. McIntyre (39), J. Edward Peck (1249), A. S. Ray (898), Robert Rushford (58), E. J. St. Pierre (1013), R. L. Wooddell (71).



At a fashion show held for wives and lady visitors to the convention, the latest in fashions were enjoyed.



"OPERATION BROTHERHOOD"

TABLE CAPERS



Woodcarvings by B. D. McBride, Local 125, delighted delegates. Here chief operator loafs as board girl is busy.

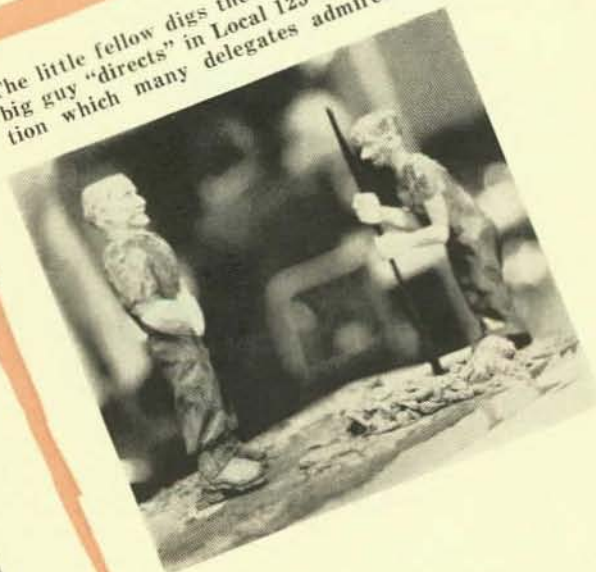


Miniature bellhops carry cards from Jack Schings, George Thomas, Carl Yenrick of Local 245, Toledo, Ohio.

"Big shots in tin hats" confer while poor grunt struggles under his load in another humorous McBride carving.



The little fellow digs the holes as the big guy "directs" in Local 125 decoration which many delegates admired.



another time

Same Place

AS the 26th Convention of the International Brotherhood of Electrical Workers meets on the 30th day of September, 1958, it will not be the first time Cleveland, Ohio has spread the welcome mat for delegates to a Brotherhood Convention. Way back in 1893, when our union was only two years old, Cleveland was our Convention city.

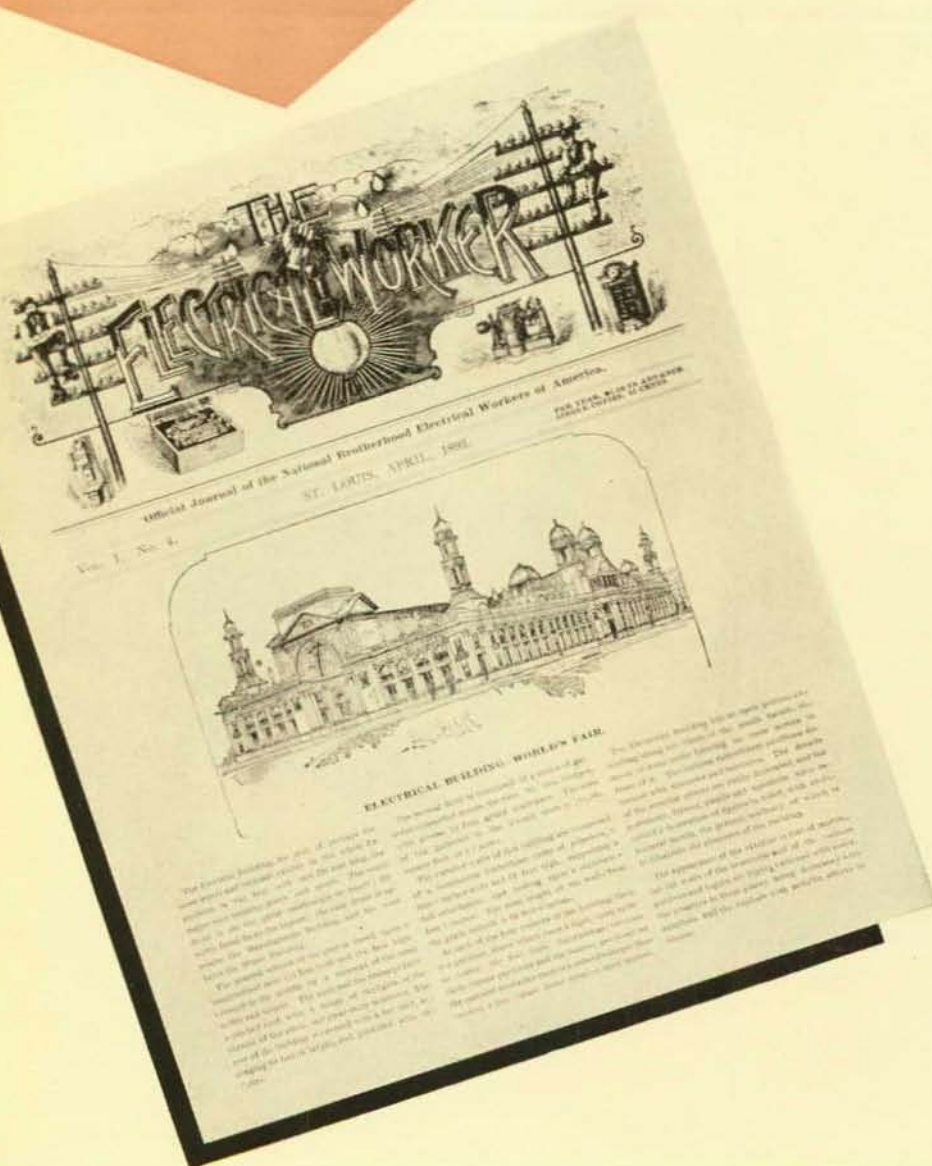
It may be interesting to our delegates of today to look back to another time, but the same place, and note the Convention operations and deliberations of another year.

The headquarters hotel for our Third Convention was Hawley House, located on the corner of St. Clair and Seneca Streets. The Convention literature of that day stated: "The hotel is about three minutes walk from the depot and special rates of \$1.50 per day have been procured for the best rooms in the house. It is only three minutes walk from the hotel to the meeting hall which is at 94 Superior Street in the Marine Engineers' Benevolent Association."

The Convention with 46 delegates in attendance, was called to order by Grand President Henry Miller, with the first order of business being a few moments of silent prayer.

When our Brotherhood last met in convention in Cleveland, the year was 1893 and Chicago World's Fair was in progress. "Brilliant Exhibit" of The Electrical Building was described on Page One of the Journal.

The Electrical Workers'





Official convention photo of the 1893 convention in Cleveland showed thirty-five serious, well-attired gentlemen in attendance. More than 2200 will attend this year.

That was a good year for our Brotherhood. In the next few years following, economic recession and other difficulties would do damage to the organization, but in 1893 the picture was good. The Officers' Reports to the Convention, showed net resources of \$12,111.14. Independent assets of local unions stood at \$13,150.00. The number of unions in good standing was 57, and the number of members 10,125.

Many resolutions were proposed to our Third Convention—and even as at this one some were accepted, some rejected. Henry Miller urged the delegates to vote for a per capita rise from 10 cents per month to 15, so that the NBEW as it was known at that time, could properly organize the industry and service the present membership. To do the work of organizing that was needed, Miller said, the Brotherhood would have to employ a full time organizer. He spoke from experience, because for two years he had travelled all over the country, stringing lines in the day time, and calling meetings and talking to the workers about joining the

union at night. The Convention went along with their President, voted for the per capita increase and to put a full-time organizer on the road and pay him a salary of \$75.00 a month.

The delegates thought Henry Miller the best man qualified to be that organizer, so they elected him to that post. And a Convention reporter states, "a dark horse," Quinn Jansen of L. U. 2, Milwaukee, Wisconsin, was elected Grand President.

It was at their Third Convention in Cleveland in 1893 that our first apprenticeship program was adopted. Any boy between the age of 14 and 21 years old could be accepted as an apprentice of the Brotherhood. He was to pay 50 cents as an initiation fee and his wages were set at \$3.00 a week.

We speak often these days of advanced training for the journeyman members of our Brotherhood. This Cleveland Convention of 65 years ago had the same object in the collective mind of its delegates. A committee contacted a Professor Roberts of the Correspondence School of Technology in Cleveland, who said

that if sufficient locals would subscribe, for \$2.00 a month, he would prepare a course of lectures on advanced practical electricity with full instructions as to how to conduct experiments.

One of the heated deliberations of the Third Convention centered on the choice of the next Convention City, Indianapolis, Milwaukee, Minneapolis, Washington and Brooklyn were all placed in nomination.

Minneapolis won out, after Delegate Fleming of L. U. 24 of that city stated that he came to the Convention authorized by his local to say, that his union "would pay the hotel expenses of all delegates and entertain them royally, and further that the President of the Chamber of Commerce agreed to furnish \$1000 to cover the expenses of the Convention. So Minneapolis was chosen for the 4th Convention. (*The Chamber of Commerce must have reneged on its promise, as the 4th Convention was held in 1895 in Washington, D.C.*)

This 3rd Convention made important changes in the Brotherhood Constitution. One provided that "Any



A few months before our delegates met in Cleveland for the Brotherhood's third annual convention, Grover Cleveland was inaugurated as twenty-fourth President of the United States. This drawing of the period shows open carriage returning Cleveland and ex-President Benjamin Harrison to White House after the inauguration ceremonies at the U.S. Capitol.

portant events which occurred were the mammoth electrical display held in St. Louis, the World's Columbian Exposition in Chicago, and the collapse of the Ford Theater Building in Washington, (the theater in which President Lincoln was shot) killing 21 persons.

That World's Exposition in Chicago was often in the news in that year of 1893. Nikola Tesla performed all sorts of electrical feats there, and further was propounding the amazing and unbelievable theory that it was possible to "transmit intelligible signals to any distance without the use of conducting wires."

And here's a note from our *Journal* for October of that year:

"The incandescent light plant at the World's Fair is said to be capable of keeping 180,000 sixteen candle-power lamps alight at once, if required, which would be equivalent to the consumption of over 1,000,000 cubic feet of gas per hour. This is believed to be by far the largest single plant yet constructed."

And on that note, as to the heights to which electricity had climbed back in 1893, we leave you to the work and the pleasures of the Cleveland Convention, 1958.

local union going on strike without sanction of the Executive Board shall be suspended or expelled."

We wish space would permit further comment and analysis on the deliberations of this wonderful little

Convention—the Convention which took place in Cleveland at another time. At a time when Grover Cleveland was President of the United States, in the year when the *World Almanac* states that the most im-



This was Public Square in Cleveland as it appeared at the time of Brotherhood's 1893 convention. Caption accompanying this 65-year-old picture described Cleveland as "second city in size and importance" in state. A statue of General Cleveland, founder of city, was erected in the ten-acre park.



When delegates convened in Cleveland in 1893, the electrical industry already was beginning to "grow up." This drawing is from newspaper "Scientific American" and shows Nikola Tesla, inventor of the rotating magnetic field, demonstrating some of his experiments in Berlin. Tesla had worked with Thomas Edison a few years earlier.

International President's Report

(Continued from page 77)

ment of AFL-CIO President George Meany to attend the International Labor Organization Conference in Geneva as an advisor to the AFL-CIO delegate and as a member of the ILO Resolutions Committee.

There is one other activity which I have permitted myself because it encompasses a work in which I feel all of organized labor should be deeply interested. Shortly after assuming office as President of our Brotherhood, I accepted vice chairmanship of the President's Committee for Employment of the Physically Handicapped. In this regard I am extremely grateful to our own local unions for their sympathetic interest in the handicapped and their cooperation in supplying employment for them.

Before closing this report, may I say that I wish it were possible to mention the names of all the Representatives and staff members who have given me so much cooperation and help in the years since I assumed office as your President. I say one special word of thanks to International Repre-

sentative Robert Noonan for his untiring assistance and to International Secretary Joseph D. Keenan for his cooperation and help. To them, to our Vice Presidents, International Treasurers, International Executive Council members, staff members, office employees, local union officers and members, thank you for your assistance.

In closing I wish to say that we are privileged to be living in a great and productive age and to be a part of an industry still in its infancy, with a wonderful future of progress and achievement ahead. We have chosen for our slogan for this our 26th Convention, "Operation Brotherhood." I hope very much as we face the bright electrical future that lies ahead, that a true spirit of Brotherhood will become a part of all our operations, and that helping one another in every branch of the industry, will bring benefits to us all.

Respectfully and fraternally
submitted,

GORDON M. FREEMAN,
International President

George Meany

(Continued from page 43)

come as a gift? Did some group of employers sit in their smoke-filled room fifty years ago and say we are going to give these things to the American workers? Oh no, they didn't. These standards that we have that we like to boast about as Americans are standards that come from the work of the trade union movement and nowhere else.

So we are going to continue to fight for better and ever better standards for the workers of America. And in that fight, despite legislation, NAM, charges of corruption, or anything else, we are going to stick to our number one purpose, and that number one purpose and the only purpose for a trade union movement in a dem-

ocracy, is to get for the workers a fair share of the wealth that is produced by a combination of free management and free labor. Yes, we have come a long way, but I don't think we get that fair share as yet. I think we have got a long way to go. I think we have got a job to do as American citizens to make democracy in this time of world crisis, to make democracy work a little better, to show the people of the world that democracy in the United States can provide more housing, can provide more schools, can provide better educational opportunities, and can eliminate the curse of racial dispute from our ranks. Yes, I haven't any doubt where we are going. These may be troublesome times, but I am sure there is something inherently good in this trade union movement—the fact that we are able

to make advances against the opposition over the years, the fact that we are able to make advances despite our many, many mistakes that we make along the road—and I am sure we are going to continue.

I want to say a word for the IBEW, for this organization. This organization stands at the head of the parade of American unions—this organization that has met the problems that come in a difficult and ever-changing industry; this organization that runs its affairs for the benefit of its membership in a clean and decent manner above reproach.

Just one more word. I want to pay my compliments to Gordon Freeman and Joe Keenan. No organization in the American trade union movement can boast of cleaner, more decent, more capable representatives than those two men.

Thank you very much.

Louis Sherman

(Continued from page 50)

down the field to their goal of weakening the economic power of the labor movement.

Again, the Kennedy-Ives Bill provided for the application of penalties to individuals found guilty of wrong-doing. But a Bill introduced in the early part of the session by Senator Knowland of California (S. 3068) would have applied penalties against Unions for violations of its provisions by removing the labor exemption from the Anti-Trust Laws, removing the protection of the Norris-La Guardia Act, denying the Federal income tax exemption and also depriving the particular union involved of the benefits of the National Labor Relations Act. No labor union could survive under the impact of this quadruple punishment. It is apparent that Senator Knowland, the sponsor of the Bill, was willing to let labor pay this heavy and destructive price. Should we not urge that if crime is proved,

the punishment should be made to fit the crime?

The Senate, in accordance with its great traditions of considered debate and compromise of conflicting points of view hammered out a bill. It was not a perfect bill. There were several provisions in it which did not satisfy labor or management. But it was a Bill which commanded the overwhelming support of the entire Senate, as shown by the favorable vote of 88-1. The question arises, why did the Kennedy-Ives Bill fail in the House?

Different explanations will be offered from differing points of view. It seems to me that a principal reason for the final outcome was the desire of those opposed to unions to utilize the public pressure which had developed as a result of the disclosures in support of extreme measures having the effect of weakening or destroying the trade unions and their collective bargaining power. They were not content with legislation which was limited to the reasonable control of the evils which had been disclosed. And, as you heard President Meany yesterday, labor is willing to accept reasonable regulation but is not willing to accept punitive laws.

We need not rely solely upon inference to support the labor view. The following excerpt from The Washington Report of the Chamber of Commerce dated August 22, 1958 is quite revealing:

"Defeat of the Kennedy-Ives Bill should vastly improve next year's prospects for legislation that will protect the inflation worried public from the **growing monopoly power** of labor unions. Had the bill passed, it would have been argued that the need for labor reform had been met at least temporarily. **The urgency would have been removed and the real problem would have been left untouched.** As it is, the **urgency remains to prod the next Congress.**

"While the corruption exposed in some unions amounts to a national disgrace, where

the public interest is **really harmed** is in the **monopoly power** that enables unions to win uneconomic **wage raises** (not justified by increased national productivity) even at a time when demand for labor is falling and large numbers are unemployed.

"The Kennedy-Ives Bill did not even approach **that problem.**"

If there is any question as to what is being proposed as the means of correcting the so-called "monopoly power" of the unions, the answer will be found in a letter to the editor of the *Cleveland Plain Dealer* signed by the President of a large industrial Corporation. The President of the Corporation stated in his letter, which appeared in the paper in this city on September 30, 1958:

"There is no valid reason why monopolies of unions should not come under the anti-trust law, just as effectively as monopolies of business."

The fundamental concept of the anti-trust exemption in the Clayton Act of 1914 is in direct conflict with the preceding quotation from the Corporation President's letter. The fundamental concept of the Clayton Act denies this alleged similarity between all associations of wage earners

and combinations of business enterprises in restraint of trade. The fundamental concept of the Clayton Act defines the difference between unions and business combinations, by stating that "... the labor of a human being is **not** a commodity or article of commerce."

A combination of speculators in restraint of trade to advance prices in the commodity markets is simply not the same thing as a combination of wage earners to secure an increase in compensation for the purpose of improving the standards of living of themselves and their families. This effort to equate anti-trust business combinations with unions, if successful, will result in the pitting of one individual wage earner against another to lower the wage rate of the individual and the economic standards of the nation.

It is the task of this great labor organization and of others in the labor movement to make clear the real issues. We must identify efforts to divert legislative remedies of abuses into assaults upon the very existence of the trade unions. We seek, thereby, to support the national policy of maintaining trade unions as effective instruments of collective bargaining.

'Wear Your Emblem With Pride'



Great interests on part of delegates was shown in exhibit of Brotherhood jewelry. Doris Froman of the Staff was in charge.



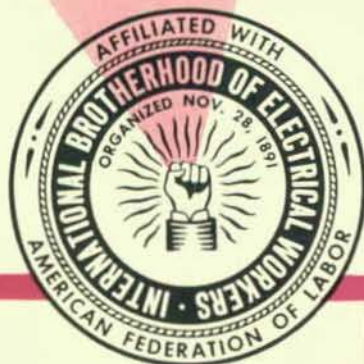
CONVENTION ACTION





**TEST
'EM
DAILY!**

Idea submitted by
ELMER SLAUGHTER, JR.,
L. U. 760, Knoxville, Tenn.



**YOUR LIFE IS
IN YOUR HANDS**